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Form 990

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

A For the 2020 calendar year, or tax year beginning 01-01-2020 , and ending 12-31-2020

B Check if applicable:
☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization
GOODWILL INDUSTRIES INTERNATIONAL INC

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
15810 INDIANOLA DRIVE

City or town, state or province, country, and ZIP or foreign postal code
ROCKVILLE, MD 208552639

F Name and address of principal officer:
STEVEN C PRESTON
15810 INDIANOLA DRIVE
ROCKVILLE, MD 208552639

I Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) () ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW.GOODWILL.ORG

D Employer identification number
53-0196517

E Telephone number
(301) 530-6500

G Gross receipts \$ 77,593,194

H(a) Is this a group return for subordinates? ☐ Yes ☒ No
H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. (see instructions)
H(c) Group exemption number ▶

L Year of formation: 1910
M State of legal domicile: MA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
GOODWILL INDUSTRIES INTERNATIONAL, INC., WORKS TO ENHANCE THE DIGNITY AND QUALITY OF LIFE OF INDIVIDUALS AND FAMILIES BY STRENGTHENING COMMUNITIES, ELIMINATING BARRIERS TO OPPORTUNITY, AND HELPING PEOPLE IN NEED REACH THEIR FULL POTENTIAL THROUGH LEARNING AND THE POWER OF WORK.

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3 Number of voting members of the governing body (Part VI, line 1a)	3	32
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	32
5 Total number of individuals employed in calendar year 2020 (Part V, line 2a)	5	133
6 Total number of volunteers (estimate if necessary)	6	34
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	4,333
b Net unrelated business taxable income from Form 990-T, line 39	7b	0

Revenue

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	36,385,512	54,802,941
9 Program service revenue (Part VIII, line 2g)	24,092,732	21,616,998
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	351,485	637,826
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	79,157	87,761
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	60,908,886	77,145,526

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	30,496,775	28,974,852
14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	17,377,019	14,492,156
16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b Total fundraising expenses (Part IX, column (D), line 25) ▶634,824		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	12,798,086	8,839,754
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	60,671,880	52,306,762
19 Revenue less expenses. Subtract line 18 from line 12	237,006	24,838,764

Net Assets or Fund Balances

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	32,176,942	56,845,919
21 Total liabilities (Part X, line 26)	8,722,993	10,460,589
22 Net assets or fund balances. Subtract line 21 from line 20	23,453,949	46,385,330

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

Signature of officer

STEVEN C PRESTON PRESIDENT AND CEO
Type or print name and title

2021-05-07
Date

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date 2021-05-07	Check <input type="checkbox"/> if self-employed	PTIN P00001737
Firm's name ▶ RSM US LLP	Firm's EIN ▶ 42-0714325			
Firm's address ▶ 2021 L STREET NW SUITE 400 WASHINGTON, DC 20036			Phone no. (202) 293-2200	

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat. No. 11282Y

Form 990 (2020)

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☒**1** Briefly describe the organization's mission:

GOODWILL WORKS TO ENHANCE THE DIGNITY AND QUALITY OF LIFE OF INDIVIDUALS AND FAMILIES BY STRENGTHENING COMMUNITIES, ELIMINATING BARRIERS TO OPPORTUNITY, AND HELPING PEOPLE IN NEED REACH THEIR FULL POTENTIAL THROUGH LEARNING AND THE POWER OF WORK.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a	(Code:) (Expenses \$ 33,842,787 including grants of \$ 28,974,852) (Revenue \$ 34,339,878)
See Additional Data	

4b	(Code:) (Expenses \$ 13,600,020 including grants of \$) (Revenue \$ 21,612,665)
See Additional Data	

4c	(Code:) (Expenses \$ 1,190,052 including grants of \$) (Revenue \$)
See Additional Data	

4d	Other program services (Describe in Schedule O.)
	(Expenses \$ including grants of \$) (Revenue \$)

4e	Total program service expenses ▶ 48,632,859
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Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1 Yes	
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2 Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4 Yes	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5	No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9	No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V	10 Yes	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b	No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d	No
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	No
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a	No
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b Yes	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15 Yes	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17 Yes	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21 Yes	

Part IV Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	Yes
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a	No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a	No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b	No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26	No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27	No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a	No
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	No
c	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV	28c	No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30	No
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31	No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32	No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33	Yes
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	Yes
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b	No
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36	No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37	No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38	Yes

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☐

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	59
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Form **990** (2020)

Part VI

Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI ☒

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	32	
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent	32	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		No
6	Did the organization have members or stockholders?	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	Yes	
b	Each committee with authority to act on behalf of the governing body?	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		No

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	Yes	
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	Yes	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	Yes	
13	Did the organization have a written whistleblower policy?	Yes	
14	Did the organization have a written document retention and destruction policy?	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	Yes	
b	Other officers or key employees of the organization	Yes	
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed▶
AL, AK, AR, CA, CT, CO, DC, FL, GA, HI, IL, KS, KY, MD, MA, ME, MI, MN, MO, MS, ND, NH, NJ, NM, NY, NC, NV, OH, OK, OR, PA, RI, SC, TN, UT, VA, WV, WI, WA

18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☒ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records:
▶KIM TRAN 15810 INDIANOLA DRIVE ROCKVILLE, MD 208552639 (301) 530-6500

Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII ☒

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

See instructions for the order in which to list the persons above.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

[illegible]

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See Additional Data Table										
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								2,648,861	0	340,006

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ▶ 42

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
THE BOSTON CONSULTING GROUP INC 4800 HAMPDEN LANE SUITE 400 BETHESDA, MD 20814	CONSULTING	1,395,000
ACCENTURE LLP 161 N CLARK ST CHICAGO, IL 60601	CONSULTING	500,000
COASTAL CLOUD LLC 1 HAMMOCK BEACH PARKWAY SUITE 200 PALM COAST, FL 32137	CONSULTING	236,993
ARTISAN E-LEARNING 2771-29 MONUMENT ROAD 329 JACKSONVILLE, FL 32225	CONSULTING	212,031
KORN FERRY 1801 PARKVIEW DRIVE SHOREVIEW, MN 55126	CONSULTING	177,576

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ 10

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Part VIII Statement of Revenue													
Check if Schedule O contains a response or note to any line in this Part VIII <input type="checkbox"/>													
										(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns . . .		1a										
	b Membership dues . . .		1b										
	c Fundraising events . . .		1c										
	d Related organizations		1d										
	e Government grants (contributions)		1e	24,828,373									
	f All other contributions, gifts, grants, and similar amounts not included above		1f	29,974,568									
	g Noncash contributions included in lines 1a - 1f:\$		1g										
	h Total. Add lines 1a-1f ▶										54,802,941		
Program Service Revenue			Business Code										
	2a MEMBERSHIP DUES		900099		20,477,059		20,477,059						
	b CONFERENCES, SEMINARS, AND LEARNI		900099		577,518		573,185		4,333				
	c GOODTRAK		900099		307,293		307,293						
	d OTHER PROGRAM SERVICES		900099		254,764		254,764						
	e GMJCS MANAGEMENT FEE		900099		364		364						
	f All other program service revenue.												
	g Total. Add lines 2a-2f. ▶										21,616,998		
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) ▶			220,444						220,444			
	4 Income from investment of tax-exempt bond proceeds ▶												
	5 Royalties ▶												
			(i) Real	(ii) Personal									
	6a Gross rents		6a	303,578									
	b Less: rental expenses		6b	231,048									
	c Rental income or (loss)		6c	72,530									
	d Net rental income or (loss) ▶			72,530						72,530			
			(i) Securities	(ii) Other									
	7a Gross amount from sales of assets other than inventory		7a	634,002									
	b Less: cost or other basis and sales expenses		7b	216,620									
	c Gain or (loss)		7c	417,382									
	d Net gain or (loss) ▶			417,382						417,382			
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18		8a										
	b Less: direct expenses		8b										
	c Net income or (loss) from fundraising events . . . ▶												
	9a Gross income from gaming activities. See Part IV, line 19		9a										
	b Less: direct expenses		9b										
	c Net income or (loss) from gaming activities . . . ▶												
	10a Gross sales of inventory, less returns and allowances . . .		10a										
b Less: cost of goods sold . . .		10b											
c Net income or (loss) from sales of inventory . . . ▶													
Miscellaneous Revenue		Business Code											
11a MISCELLANEOUS REVENUE		900099		15,231						15,231			
b													
c													
d All other revenue													
e Total. Add lines 11a-11d ▶				15,231									
12 Total revenue. See instructions ▶				77,145,526		21,612,665		4,333		725,587			

Form 990 (2020)

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	28,920,457	28,920,457		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	2,000	2,000		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	52,395	52,395		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,917,011	1,626,999	229,305	60,707
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	9,726,312	8,230,815	1,176,519	318,978
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	379,900	329,674	41,499	8,727
9 Other employee benefits	1,553,350	1,347,984	169,683	35,683
10 Payroll taxes	915,583	785,402	100,494	29,687
11 Fees for services (non-employees):				
a Management				
b Legal	67,402	60,373	4,538	2,491
c Accounting	22,411	20,074	1,509	828
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	35,852		35,852	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	4,113,223	3,818,640	137,023	157,560
12 Advertising and promotion				
13 Office expenses	160,183	116,741	42,987	455
14 Information technology	240,420	190,077	50,342	1
15 Royalties				
16 Occupancy	1,533,860	936,449	593,516	3,895
17 Travel	208,546	195,888	6,303	6,355
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	415,832	377,132	35,284	3,416
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,470,378	1,157,195	313,183	
23 Insurance				
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a PROFESSIONAL DUES	415,250	405,368	4,110	5,772
b BAD DEBT EXPENSE	296,716		296,716	
c SEMINAR & TRAINING	49,322	44,794	4,373	155
d EMPLOYEE RELATIONS	35,903	9,094	26,695	114
e All other expenses	-225,544	5,308	-230,852	
25 Total functional expenses. Add lines 1 through 24e	52,306,762	48,632,859	3,039,079	634,824
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance SheetCheck if Schedule O contains a response or note to any line in this Part IX ☐

				(A) Beginning of year		(B) End of year	
Assets	1	Cash—non-interest-bearing			1		
	2	Savings and temporary cash investments		2,076,826	2	29,225,093	
	3	Pledges and grants receivable, net		6,629,454	3	4,097,864	
	4	Accounts receivable, net		759,166	4	1,078,709	
	5	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5		
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6		
	7	Notes and loans receivable, net			7		
	8	Inventories for sale or use			8		
	9	Prepaid expenses and deferred charges		607,922	9	542,322	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	17,964,810			
	b	Less: accumulated depreciation	10b	12,068,927	7,248,225	10c	5,895,883
	11	Investments—publicly traded securities		14,734,349	11	15,863,204	
	12	Investments—other securities. See Part IV, line 11		66,000	12	69,000	
	13	Investments—program-related. See Part IV, line 11			13		
	14	Intangible assets		55,000	14	55,000	
	15	Other assets. See Part IV, line 11		0	15	18,844	
16	Total assets. Add lines 1 through 15 (must equal line 33)		32,176,942	16	56,845,919		
Liabilities	17	Accounts payable and accrued expenses		8,359,245	17	8,086,164	
	18	Grants payable			18		
	19	Deferred revenue		341,865	19	444,242	
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21		
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22		
	23	Secured mortgages and notes payable to unrelated third parties			23		
	24	Unsecured notes and loans payable to unrelated third parties			24	1,908,300	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		21,883	25	21,883	
	26	Total liabilities. Add lines 17 through 25		8,722,993	26	10,460,589	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.						
	27	Net assets without donor restrictions		12,757,880	27	37,205,581	
	28	Net assets with donor restrictions		10,696,069	28	9,179,749	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.						
	29	Capital stock or trust principal, or current funds			29		
	30	Paid-in or capital surplus, or land, building or equipment fund			30		
	31	Retained earnings, endowment, accumulated income, or other funds			31		
32	Total net assets or fund balances		23,453,949	32	46,385,330		
33	Total liabilities and net assets/fund balances		32,176,942	33	56,845,919		

Part XI Reconciliation of Net AssetsCheck if Schedule O contains a response or note to any line in this Part XI ☒

1	Total revenue (must equal Part VIII, column (A), line 12)	1	77,145,526
2	Total expenses (must equal Part IX, column (A), line 25)	2	52,306,762
3	Revenue less expenses. Subtract line 2 from line 1	3	24,838,764
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	23,453,949
5	Net unrealized gains (losses) on investments	5	77,471
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-1,985,415
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	46,385,330

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII ☒

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	Yes	
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	Yes	

Software ID:
Software Version:
EIN: 53-0196517
Name: GOODWILL INDUSTRIES INTERNATIONAL INC

Form 990 (2020)

Form 990, Part III, Line 4a:

GOODWILL INDUSTRIES INTERNATIONAL, INC. (GII), RECEIVES SPONSORED PROGRAMS AND GRANTS FROM THE UNITED STATES DEPARTMENT OF LABOR, UNITED STATES DEPARTMENT OF AGRICULTURE AND NUMEROUS PRIVATE AND/OR CORPORATE FOUNDATIONS. GII SUBGRANTS MOST OF THESE FUNDS TO AUTONOMOUS LOCAL GOODWILL ORGANIZATIONS TO USE IN THEIR COMMUNITIES. FEDERAL:U.S. DEPARTMENT OF LABOR: FROM JULY 2019 TO JUNE 2020 GII WAS AWARDED \$21.0 MILLION FOR THE SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) PROGRAM TO PROMOTE INDIVIDUAL ECONOMIC SELF-SUFFICIENCY BY PROVIDING PROGRAM PARTICIPANTS WHO ARE 55 YEARS AND OLDER WITH TRAINING OPPORTUNITIES IN COMMUNITY SERVICE ASSIGNMENTS.FROM JULY 2020 TO JUNE 2021 GII WAS AWARDED \$22.0 MILLION FOR SCSEP PROGRAM TO PROMOTE INDIVIDUAL ECONOMIC SELF-SUFFICIENCY BY PROVIDING PROGRAM PARTICIPANTS WHO ARE 55 YEARS AND OLDER WITH TRAINING OPPORTUNITIES IN COMMUNITY SERVICE ASSIGNMENTS.FOR JULY 2016 THROUGH JUNE 2021, GII WAS AWARDED \$4 MILLION FOR THE CAREERS IN TECHNOLOGY (CIT) PROGRAM TO TRAIN 702 INDIVIDUALS, AT LEAST 75% OF WHOM WILL BE YOUTH AND YOUNG ADULTS AGES 17-29 FOR TECHNOLOGY RELATED CAREERS.FROM JULY 2019 THROUGH SEPTEMBER 2022, GII WAS AWARDED \$4.5 MILLION FOR THE LIFE LAUNCH PROGRAM TO SERVE 575 JUSTICE-INVOLVED YOUNG ADULTS AGES 18-24 BY PROVIDING REWARDING AND ENGAGING ALTERNATIVES LEADING TO EMPLOYMENT, CAREER ADVANCEMENT AND REDUCED RISK OF RECIDIVISM.FROM JULY 2017 THROUGH JUNE 2020 (EXTENDED THROUGH SEPTEMBER 2020), GII WAS AWARDED \$4.5 MILLION FOR THE LIFE LAUNCH PROGRAM TO SERVE 575 RECENTLY INCARCERATED ADULTS AGES 25 AND OLDER BY PROVIDING REWARDING AND ENGAGING ALTERNATIVES LEADING TO EMPLOYMENT, CAREER ADVANCEMENT AND REDUCED RISK OF RECIDIVISM.FROM JULY 2018 THROUGH SEPTEMBER 2021 (EXTENDED THROUGH DECEMBER 2021), GII WAS AWARDED \$4.5 MILLION FOR THE LIFE LAUNCH PROGRAM TO SERVE 575 RECENTLY INCARCERATED ADULTS AGES 25 AND OLDER BY PROVIDING REWARDING AND ENGAGING ALTERNATIVES LEADING TO EMPLOYMENT, CAREER ADVANCEMENT AND REDUCED RISK OF RECIDIVISM.FROM JULY 2020 THROUGH DECEMBER 2023, GII WAS AWARDED \$4.5 MILLION FOR THE YOUNG ADULT REENTRY PARTNERSHIP GRANT TO PROVIDE OCCUPATIONAL TRAINING IN LOCALLY IN-DEMAND INDUSTRIES TO 415 ELIGIBLE JUSTICE-INVOLVED YOUNG ADULTSUSDA:FROM SEPTEMBER 2020 THROUGH DECEMBER 2023, GII WAS AWARDED \$1.5M TO SUPPORT AND MAXIMIZE THE CAPACITY FOR EACH PARTICIPATING GOODWILL TO BECOME STATE CONTRACTORS FOR THE SNAP E&T PROGRAM.WALMART FOUNDATION: FROM MAY 2017 THROUGH DECEMBER 2020 (EXTENDED THROUGH MAY 2021), THE WALMART FOUNDATION AWARDED GII A GRANT OF \$5 MILLION FOR OPERATION: GOODJOBS 3.0 TO SUPPORT 10 LOCAL GOODWILL ORGANIZATIONS IN EQUIPPING 5,000 VETERANS AND THEIR FAMILIES TO SECURE EDUCATION, TRAINING AND SUPPORTIVE SERVICES NECESSARY TO BECOME FINANCIALLY STRONG. THE PROGRAM FOCUSES ON GOODWILL COMMUNITIES WITH A HIGH CONCENTRATION OF VETERANS, ESPECIALLY NATIONAL GUARD, RESERVES, AND VETERANS OF OPERATION ENDURING FREEDOM (OEF). FROM JANUARY 2017 THROUGH MAY 2020 (EXTENDED THROUGH AUGUST 2020), THE WALMART FOUNDATION AWARDED GII A GRANT OF \$3 MILLION FOR GOODPATHS, A PROGRAM AT 3 GOODWILLS THAT SUPPORTS RETAIL CAREER PATHWAYS FOR INDIVIDUALS THROUGH AN EVIDENCE-BASED COACHING MODEL.BANK OF AMERICA CHARITABLE FOUNDATION: IN NOVEMBER 2018 GII RECEIVED AN AWARD OF \$250,000 FOR THE PERIOD OF JANUARY 2019 THROUGH DECEMBER 2019 (EXTENDED THROUGH -DECEMBER 2020) FOR COMMUNITY COLLABORATION FOR CAREERS INITIATIVE. THIS INVESTMENT WILL ENGAGE GOODWILL LEADERS TO STRENGTHEN AWARENESS, EMBOLDEN ACTION AND EQUIP TEAMS TO OPERATE IN INCLUSIVE, DIVERSE ORGANIZATIONS THAT ADVANCE EQUITY THROUGH THE CREATION OF DEI RESOURCES IN DECEMBER 2019 GII RECEIVED AN AWARD OF \$500,000 FOR JANUARY 2020 THROUGH DECEMBER 2021 FOR THE BANK OF AMERICA RE-ENTRY SERVICES PROGRAM. GII WILL PROVIDE A COMPREHENSIVE ONLINE REENTRY GUIDE AND A SELF-PACED TRAINING CURRICULUM TO ENHANCE REENTRY CASE MANAGEMENT SERVICES. IN APRIL 2020 GII RECEIVED NOTIFICATION THAT \$250,000 WAS APPROVED FOR DISCRETIONARY USE IN RESPONSE TO THE COVID19 PANDEMIC.ANNIE E. CASEY FOUNDATION:FROM JULY 2018 TO MARCH 2020, THE ANNIE E. CASEY FOUNDATION AWARDED GII A \$150,000 TO SUPPORT ENHANCED AND EXPANDED YOUTH DEVELOPMENT SYSTEMS FOR CAREER NAVIGATION, FINANCIAL WELLNESS AND INCLUSION AND DIVERSITY FOR EQUITY.ACCENTURE: FROM AUGUST 2018 THROUGH AUGUST 2019 (EXTENDED TO USE REMAINING FUNDS), ACCENTURE AWARDED GII \$100,000 TO OFFER AN IT CAREER INCUBATOR LEARNING OPPORTUNITY FOR 10 LOCAL GOODWILL ORGANIZATIONS. IN AUGUST 2019, ACCENTURE AWARDED GII \$70,000 AND AUTHORIZED CARRYOVER OF ABOUT \$4,000 FROM PRIOR YEARS TO OFFER THE SKILLS TO SUCCEED ACADEMY ONLINE TOOL FOR SOFT SKILLS TRAINING TO 10 LOCAL GOODWILL ORGANIZATIONS THROUGH AUGUST 2021. GII WAS AWARDED AN ADDITIONAL \$50,000 IN JUNE 2020.FROM AUGUST 2019 THROUGH DECEMBER 2020 (EXTENDED THROUGH MARCH 2021), ACCENTURE AWARDED GII \$220,000 TO TRAIN EMPLOYEES OF GII AND 4 MEMBERS, AND PERSONS SERVED, SKILLS THAT SUPPORT THE ABILITY TO DEVELOP OR EXPAND A GROWTH MINDSET, EMBRACE AMBIGUITY, LEARN CURIOSITY, EXPERIMENT TO FAIL AND VALUE FEEDBACK, TO BE BETTER EQUIPPED TO SUCCESSFULLY NAVIGATE AN INCLUSIVE AND CHANGING WORK ENVIRONMENT.FROM OCTOBER 2020 THROUGH SEPTEMBER 2022, GII WAS AWARDED \$1.5M IN TO CONNECT 30,000 YOUTH AND YOUNG ADULTS IN THE U.S. AND CANADA TO FIRST JOBS AND CAREER OPPORTUNITIES WHILE PILOTING THE OPPORTUNITY ACCELERATOR MODEL.FROM SEPTEMBER 2020 THROUGH MAY 2021, GII WAS AWARDED \$80K TO DESIGN AND DEVELOP AN EXTENDED REALITY (XR) SOLUTION FOR SECOND CHANCE INDIVIDUALS TO PRACTICE JOB INTERVIEWS, TRANSLATING THEIR JUSTICE INVOLVEMENT, SKILLS, AND EXPERIENCES INTO THE CONTEXT OF MEANINGFUL EMPLOYMENT. DULIN ENDOWMENT: FROM JANUARY 2020 THROUGH DECEMBER 2020, THE DULIN FOUNDATION AWARDED GII A \$95,000 GRANT TO SUPPORT STRENGTHENING THE GOODWILL NETWORK'S FINANCIAL PERFORMANCE. IN DECEMBER OF 2020, AN ADDITIONAL \$102,000 WAS AWARDED FOR JANUARY 2021 THROUGH DECEMBER 2021. GOOGLE.ORG CHARITABLE GIVING FUND OF THE TIDES FOUNDATION: FROM JUNE 2017 THROUGH JUNE 2020, GOOGLE.ORG CHARITABLE GIVING FUND OF THE TIDES FOUNDATION AWARDED GII \$1.28 MILLION TO SUPPORT 800 SCHOLARSHIPS OF THE GOOGLE IT PROFESSIONAL CERTIFICATE, SUPPORTING CAREERS IN TECHNOLOGY FOR UNDERSERVED INDIVIDUALS AT 18 LOCAL GOODWILL ORGANIZATIONS. FOR JANUARY 2020 THROUGH DECEMBER 2020 (EXTENDED THROUGH SEPTEMBER 2021), GII WAS AWARDED \$505,316 TO CONTINUE TO PROVIDE 500 ADDITIONAL SCHOLARSHIPS.FROM OCTOBER 2018 TO OCTOBER 2019 (EXTENDED TO DECEMBER 2020), GOOGLE.ORG CHARITABLE GIVING FUND OF TIDES FOUNDATION AWARDED GII AN ADDITIONAL \$1.5 MILLION TO INNOVATE DATA INFRASTRUCTURE RELATED TO JOB TRAINING PROGRAMSFROM JANUARY 2019 THROUGH JANUARY 2021, GOOGLE.ORG CHARITABLE GIVING FUND OF TIDES FOUNDATION AWARDED GII \$1 MILLION TO SUPPORT FIVE COMMUNITIES IMPACTED BY MANUFACTURING LAYOFFS IN PROVIDING ADDITIONAL TRAINING AND JOB SKILLS.FROM MARCH 2020 THROUGH JULY 2021, GII WAS AWARDED \$250,000 FOR THE SCHOLARSHIP, INSTRUCTIONAL SUPPORT, AND WRAPAROUND SUPPORT FOR A MINIMUM OF 300 PARTICIPANTS FOR THE IT AUTOMATION WITH PYTHON PROFESSIONAL CERTIFICATE A COURSERA-HOSTED CURRICULUM ON PYTHON CODING SKILLS.GOOGLE.ORG: FROM SEPTEMBER 2017 THROUGH SEPTEMBER 2020 (EXTENDED TO DECEMBER 2021), GOOGLE.ORG AWARDED GII \$10.3 MILLION FOR THE GOODWILL DIGITAL CAREER ACCELERATOR TO INFUSE DIGITAL SKILLS AWARENESS AND TRAINING INTO 125 GOODWILLS SERVING 1.2 MILLION PEOPLE. USAA: FROM THE PERIOD OF SEPTEMBER 2020 THROUGH AUGUST 2021, USAA AWARDED GII A GRANT OF \$250,000 TO PROVIDE COMPREHENSIVE WRAPAROUND AND CAREER SUPPORT SERVICES TO COVID-IMPACTED VETERANS.GENERAL MOTORS: FROM AUGUST 2019 TO JULY 2020, GENERAL MOTORS AWARDED GII \$300,000 FOR TWO LOCAL GOODWILL ORGANIZATIONS TO PROVIDE DIGITAL SKILLS TRAINING. THE FUNDS WERE USED TO SUPPORT COMPLETION OF CURRENT PARTICIPANTS AND TO TRAIN NEW PARTICIPANTS. TRAINING PROGRAMS INCLUDE AUTO TECHNICIAN AND COMPUTER USER SUPPORT SPECIALIST. FROM SEPTEMBER 2020 THROUGH JULY 2021, GII WAS AWARDED \$275,000 TO PROVIDE YOUTH AND YOUNG ADULTS WITH DIGITAL SKILLS TRAINING (IN COORDINATION WITH THE ACCENTURE YOUTH/YOUNG ADULT GRANT).LOWES:FROM FEBRUARY 2020 THROUGH JANUARY 2021, GII WAS AWARDED \$350,000 FOR FOUR LOCAL GOODWILL ORGANIZATIONS TO ENHANCE OR EXPAND EXISTING CONSTRUCTION TRADES SKILLS TRAINING PROVIDED BY THE GOODWILL OR A PARTNER. EACH PARTICIPATING GOODWILL WILL IDENTIFY THE ENHANCEMENT OR OPPORTUNITY FOR EXPANSION THAT WILL BE MOST USEFUL FOR THEIR PROGRAM.FACEBOOK: FROM JANUARY 2021 THROUGH DECEMBER 2021, GII WAS AWARDED \$220,000 TO SUPPORT THE DISTRIBUTION OF SCHOLARSHIPS FOR SOCIAL MEDIA MARKETING AND DIGITAL SKILLS TRAINING

Form 990, Part III, Line 4b:

GOODWILL INDUSTRIES INTERNATIONAL, INC., FUNCTIONS AS A MEMBER ORGANIZAION COMPRISED OF A NETWORK OF INDEPENDENT, COMMUNITY-BASED NONPROFIT GOODWILL ORGANIZATIONS. THEY PROVIDE SERVICES, EXPERTISE, AND PRODUCTS THAT SUPPORT LOCAL GOODWILL ORGANIZATIONS. EACH LOCAL GOODWILL ORGANIZATION IS AN AUTONOMOUS MEMBER OF GOODWILL INDUSTRIES INTERNATIONAL, INC. THIS INDEPENDENCE AFFORDS THE LOCAL GOODWILL ORGANIZATIONS THE FLEXIBILITY TO RESPOND TO LOCAL COMMUNITY NEEDS AND OPPORTUNITIES. DIRECT SERVICES TO LOCAL GOODWILL MEMBERS INCLUDE:- COVID RESPONSE MEMBER SUPPORTS TO INCLUDE CLOSURE, AND SAFE RESTARTING OF BOTH SOCIAL ENTERPRISE, AND MISSION OPERATIONS. ASSISTED MEMBERS IN NAVIGATING PANDEMIC BY ENGAGING THIRD PARTY EXPERTISE, FINANCIAL PLANNING TOOLS, NAVIGATING PAYCHECK PROTECTION PROGRAM, EIDL, EMPLOYEE RETENTION TAX CREDITS- MISSION ADVANCEMENT, ACCREDITATION SUPPORT, SUSTAINABILITY AND DONATED GOODS RETAIL CONSULTATIONS- LEARNING AND KNOWLEDGE TRANSFER OPPORTUNITIES FOR LOCAL GOODWILL TEAM MEMBERS- RESEARCH AND DATA ANALYSIS- GOODWILL BRAND TRADEMARK PROTECTION - PUBLIC WEBSITE AND MOBILE APP- EXTRANET FOR LOCAL GOODWILL ORGANIZATIONS AND KNOWLEDGE RESOURCES- FINANCIAL AND MANAGEMENT ANALYSES AND OTHER CONSULTATION AND TECHNICAL ASSISTANCE- NATIONAL AND LOCAL MARKETING AND PUBLIC RELATIONS MATERIALS- GOODTRAK(R) CLIENT TRACKING SOFTWARE SYSTEM- MEDIA RELATIONS- BENCHMARKING RESEARCH- CONFERENCES AND LEARNING EVENTS- PHILANTHROPY AND PARTNER ENGAGEMENT- ADVISORY SUPPORT TO LOCAL GOODWILL BOARDS OF DIRECTORS IN EXECUTIVE SEARCHES- PROFESSIONAL DEVELOPMENT FOR EXECUTIVES, SENIOR LEADERS AND DIRECT SERVICE TEAM MEMBERS- ACCESS TO CORPORATE LEVEL MEMBERSHIPS AND SUBSCRIPTIONS

Form 990, Part III, Line 4c:

GOODWILL INDUSTRIES INTERNATIONAL, INC., FUNCTIONS AS A MEMBER ORGANIZATION COMPRISED OF A NETWORK OF INDEPENDENT, COMMUNITY-BASED NONPROFIT GOODWILL ORGANIZATIONS. THEY PROVIDE SERVICES, EXPERTISE, AND PRODUCTS THAT SUPPORT LOCAL GOODWILL ORGANIZATIONS. EACH LOCAL GOODWILL ORGANIZATION IS AN AUTONOMOUS MEMBER OF GOODWILL INDUSTRIES INTERNATIONAL, INC. THIS INDEPENDENCE AFFORDS THE LOCAL GOODWILL ORGANIZATIONS THE FLEXIBILITY TO RESPOND TO LOCAL COMMUNITY NEEDS AND OPPORTUNITIES. SUPPORT SERVICES TO LOCAL GOODWILL ORGANIZATIONS INCLUDE:- STRATEGIC SOURCING PROGRAMS- GOVERNMENT RELATIONS AND ADVOCACY- INTERNATIONAL DEVELOPMENT

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
AMY LUTTRELL CHAIR	2.00 0.00	X		X				0	0	0
EDGAR NED HELMS JR VICE CHAIR	2.00 0.00	X		X				0	0	0
JOAN MCCABE-EISLEBEN SECRETARY	2.00 0.00	X		X				0	0	0
ANNE MYONG TREASURER	2.00 0.00	X		X				0	0	0
DALE JENKINS IMMEDIATE PAST CHAIR	2.00 0.00	X		X				0	0	0
DARYL CAMPBELL DIRECTOR	2.00 0.00	X						0	0	0
DEBIE COBLE DIRECTOR	2.00 0.00	X						0	0	0
ED DURKEE DIRECTOR	2.00 0.00	X						0	0	0
TONI GIFFIN DIRECTOR	2.00 0.00	X						0	0	0
KRISTIN GORAN DIRECTOR	2.00 0.00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOE GUTH DIRECTOR	2.00 0.00	X						0	0	0
BRENDA GUMBS DIRECTOR	2.00 0.00	X						0	0	0
JACKIE HALLBERG DIRECTOR	2.00 0.00	X						0	0	0
VICKI HOLSCHUH DIRECTOR	2.00 0.00	X						0	0	0
CHRIS JACKSON DIRECTOR	2.00 0.00	X						0	0	0
JACKSON JEYANAYAGAM DIRECTOR	2.00 0.00	X						0	0	0
SHAE JOHNS DIRECTOR	2.00 0.00	X						0	0	0
KENT KRAMER DIRECTOR	2.00 0.00	X						0	0	0
STEVE LUFBURROW DIRECTOR	2.00 0.00	X						0	0	0
AKHIL NIGAM DIRECTOR	2.00 0.00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ED OXFORD DIRECTOR	2.00 0.00	X						0	0	0
DEBORAH PASSERINI DIRECTOR	2.00 0.00	X						0	0	0
ETIENNE PATOUT DIRECTOR	2.00 0.00	X						0	0	0
BRUCE PHIPPS DIRECTOR	2.00 0.00	X						0	0	0
BOB RAVENER DIRECTOR	2.00 0.00	X						0	0	0
STEVE RODEN DIRECTOR	2.00 0.00	X						0	0	0
BOB ROSINSKY DIRECTOR	2.00 0.00	X						0	0	0
MIKE SEKITS DIRECTOR	2.00 0.00	X						0	0	0
DEB TESTA DIRECTOR	2.00 0.00	X						0	0	0
RICHMOND VINCENT DIRECTOR	2.00 0.00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MATTHEW WADIAK DIRECTOR	2.00 0.00	X						0	0	0
MICHAEL WINCKLER DIRECTOR	2.00 0.00	X						0	0	0
CLARK BREKKE DIRECTOR (THROUGH 11/2020)	2.00 0.00	X						0	0	0
LAURA SMITH DIRECTOR (THROUGH 11/2020)	2.00 0.00	X						0	0	0
STEVEN C PRESTON CHIEF EXECUTIVE OFFICER	40.00 0.00			X				423,940	0	42,174
DAVID EAGLES CHIEF OPERATING OFFICER	40.00 0.00			X				276,303	0	40,254
MARLA JACKSON CHIEF FINANCIAL OFFICER	39.00 1.00			X				217,328	0	29,967
WENDI COPELAND CHIEF MISSION & PARTNERSHIP OFFICER	40.00 0.00				X			238,073	0	23,191
BRIAN ITZKOWITZ CHIEF MEMBER ADVANCEMENT OFFICER	40.00 0.00				X			337,288	0	36,275
ANDREA AFFELTRANGER SENIOR CONSULTANT	40.00 0.00				X			203,944	0	34,395

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JUDY BRANZELLE CHIEF LEGAL OFFICER	40.00 0.00					X		235,516	0	15,609
RYAN KUHN INTERIM CHIEF MARKETING OFFICER	40.00 0.00					X		199,789	0	33,584
DEBORAH BETSCH CHIEF LEARNING & TALENT OFFICER	40.00 0.00					X		178,926	0	34,169
PAUL D DOWNES VP INFORMATION SYSEMS	40.00 0.00					X		166,459	0	22,970
JOHN CUNNINGHAM SENIOR CONSULTANT DGR	40.00 0.00					X		171,295	0	27,418

SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
GOODWILL INDUSTRIES INTERNATIONAL INC

Employer identification number
53-0196517

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 ☐ An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
- a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
- b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
- c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
- d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
- e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
- f Enter the number of supported organizations
- g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III.
If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support							
	Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . .	18,478,914	34,573,611	34,391,455	36,385,512	54,802,941	178,632,433
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3	The value of services or facilities furnished by a governmental unit to the organization without charge..						
4	Total. Add lines 1 through 3	18,478,914	34,573,611	34,391,455	36,385,512	54,802,941	178,632,433
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f). .						29,327,041
6	Public support. Subtract line 5 from line 4.						149,305,392

Section B. Total Support								
Calendar year (or fiscal year beginning in) ►		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total	
7	Amounts from line 4. . .	18,478,914	34,573,611	34,391,455	36,385,512	54,802,941	178,632,433	
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	469,910	455,074	485,302	579,252	524,022	2,513,560	
9	Net income from unrelated business activities, whether or not the business is regularly carried on . . .							
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). . .	12,736	13,786	110,511	66,130	15,231	218,394	
11	Total support. Add lines 7 through 10						181,364,387	
12	Gross receipts from related activities, etc. (see instructions)						12	116,107,613
13	First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here <input type="checkbox"/>							

Section C. Computation of Public Support Percentage			
14	Public support percentage for 2020 (line 6, column (f) divided by line 11, column (f))	14	82.320 %
15	Public support percentage for 2019 Schedule A, Part II, line 14	15	87.820 %
16a	33 1/3% support test—2020. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input checked="" type="checkbox"/>		
b	33 1/3% support test—2019. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
17a	10%-facts-and-circumstances test—2020. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b	10%-facts-and-circumstances test—2019. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
18	Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions <input type="checkbox"/>		

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . .						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b. .						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 Total support. (Add lines 9, 10c, 11, and 12.) . .						
14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here. ► <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2020 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2019 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2020 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2019 Schedule A, Part III, line 17	18	

19a 33 1/3% support tests—2020. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ► ☐

b 33 1/3% support tests—2019. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ► ☐

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ► ☐

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
1		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
2		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
3a		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
3b		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
3c		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
4a		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
4b		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
4c		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
5a		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
5b		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
5c		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
6		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ) .</i>		
7		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
8		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
9a		
b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
9b		
c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
9c		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
10a		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).</i>		
10b		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described in 11a above?		
c A 35% controlled entity of a person described in line 11a or 11b above? If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization (s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
3 By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.		

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):

☐ The organization satisfied the Activities Test. Complete line 2 below.

☐ The organization is the parent of each of its supported organizations. Complete line 3 below.

☐ The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)

2 Activities Test. Answer lines 2a and 2b below.

	Yes	No
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.		
b Did the activities described in line 2a constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
3 Parent of Supported Organizations. Answer lines 3a and 3b below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI.		
b Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? If "Yes," describe in Part VI. the role played by the organization in this regard.		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations			
1 <input type="checkbox"/> Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (<i>explain in Part VI</i>). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.			
Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

Part V

Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions	8
9	Distributable amount for 2020 from Section C, line 6	9
10	Line 8 amount divided by Line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
1	Distributable amount for 2020 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2020 (reasonable cause required-- explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2020:		
a	From 2015.		
b	From 2016.		
c	From 2017.		
d	From 2018.		
e	From 2019.		
f	Total of lines 3a through e		
g	Applied to underdistributions of prior years		
h	Applied to 2020 distributable amount		
i	Carryover from 2015 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2020 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2020 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2021. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2016.		
b	Excess from 2017.		
c	Excess from 2018.		
d	Excess from 2019.		
e	Excess from 2020.		

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

990 Schedule A, Supplemental Information

Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME:	MISCELLANEOUS INCOME - 2016 AMOUNT: \$ 12,736. 2017 AMOUNT: \$ 13,786. 2018 AMOUNT: \$ 13,801 . 2019 AMOUNT: \$ 12,180. 2020 AMOUNT: \$ 15,231. BAD DEBT EXPENSE RECOVERY - 2018 AMOUNT: \$ 96,710. 2019 AMOUNT: \$ 53,950. 2020 AMOUNT: \$ 0.

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2020

Open to Public Inspection

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of the organization GOODWILL INDUSTRIES INTERNATIONAL INC	Employer identification number 53-0196517
-------------------------------------------------------------------	----------------------------------------------

Part I-A

Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1
- Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")
- 2
- Political campaign activity expenditures (see instructions) ▶ \$
- 3
- Volunteer hours for political campaign activities (see instructions) ▶

Part I-B

Complete if the organization is exempt under section 501(c)(3).

- 1
- Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$
- 2
- Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$
- 3
- If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No
- 4a
- Was a correction made? ☐ Yes ☐ No
- b
- If "Yes," describe in Part IV.

Part I-C

Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1
- Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$
- 2
- Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$
- 3
- Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b..... ▶ \$
- 4
- Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No
- 5
- Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1				
2				
3				
4				
5				
6				

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**A** Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).**B** Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grass roots lobbying)	36,050													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	226,330													
c	Total lobbying expenditures (add lines 1a and 1b)	262,380													
d	Other exempt purpose expenditures	52,274,869													
e	Total exempt purpose expenditures (add lines 1c and 1d)	52,537,249													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	250,000													
h	Subtract line 1g from line 1a. If zero or less, enter -0-	0													
i	Subtract line 1f from line 1c. If zero or less, enter -0-	0													
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) Total
2a Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000
c Total lobbying expenditures	390,773	290,996	308,868	262,380	1,253,017
d Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
f Grassroots lobbying expenditures	120,195	95,387	95,008	36,050	346,640

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

		(a)		(b)
		Yes	No	Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities?			
j	Total. Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political expenditures from the prior year?	3	

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation
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SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

► Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
► Attach to Form 990.
► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
GOODWILL INDUSTRIES INTERNATIONAL INC

Employer identification number
53-0196517

Part I

Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?

☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

☐ Yes ☐ No

Part II

Conservation Easements.
Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

☐ Preservation of land for public use (e.g., recreation or education)

☐ Preservation of an historically important land area

☐ Protection of natural habitat

☐ Preservation of a certified historic structure

☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ►

4 Number of states where property subject to conservation easement is located ►

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ►

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ► \$

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 ► \$

(ii) Assets included in Form 990, Part X ► \$

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 ► \$

b Assets included in Form 990, Part X ► \$

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat. No. 52283D Schedule D (Form 990) 2020

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3

Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

a

☐

Public exhibition

b

☐

Scholarly research

c

☐

Preservation for future generations

d

☐

Loan or exchange programs

e

☐

Other

4

Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . .

☐

Yes

☐

No

Part IV

Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐

Yes

☐

No

b

If "Yes," explain the arrangement in Part XIII and complete the following table:

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . .

☐

Yes

☐

No

b

If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

☐

Part V

Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	1,930,230	1,714,614	1,810,829	1,672,970	1,605,145
b Contributions					
c Net investment earnings, gains, and losses	167,090	244,138	-68,625	146,373	77,488
d Grants or scholarships					
e Other expenditures for facilities and programs	7,500	8,522	27,590	8,514	9,663
f Administrative expenses					
g End of year balance	2,089,820	1,930,230	1,714,614	1,810,829	1,672,970

2

Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶ 74.438 %

c

Term endowment ▶ 25.562 %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a

Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(i) Unrelated organizations

3a(i)

Yes

No

(ii) Related organizations

3a(ii)

Yes

No

b

If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

3b

Yes

No

4

Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI

Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		1,500,000		1,500,000
b Buildings		7,764,527	4,516,020	3,248,507
c Leasehold improvements		661,250	487,894	173,356
d Equipment		2,887,706	2,751,901	135,805
e Other		5,151,327	4,313,112	838,215
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				5,895,883

Part VII

Investments—Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII

Investments—Program Related.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.) ▶		

Part IX

Other Assets.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.) ▶	

Part X

Other Liabilities.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) SECURITY DEPOSIT	21,883
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.) ▶	21,883

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII ☐

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	77,568,193
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	77,471
b	Donated services and use of facilities	2b	150,000
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	231,048
e	Add lines 2a through 2d	2e	458,519
3	Subtract line 2e from line 1	3	77,109,674
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1 :		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	35,852
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	35,852
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	77,145,526

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	52,651,397
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	150,000
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	231,048
e	Add lines 2a through 2d	2e	381,048
3	Subtract line 2e from line 1	3	52,270,349
4	Amounts included on Form 990, Part IX, line 25, but not on line 1 :		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	35,852
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	35,852
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	52,306,201

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:
Software Version:
EIN: 53-0196517
Name: GOODWILL INDUSTRIES INTERNATIONAL INC

Supplemental Information

Return Reference	Explanation
PART V, LINE 4:	<p>GOODWILL INDUSTRIES INTERNATIONAL, INC.'S ENDOWMENT FUNDS CONSIST OF: -- SUBJECT TO SPECIFIED PURPOSE: NET ASSETS FOR WHICH USE HAS BEEN DONOR RESTRICTED BY SPECIFIED TIME OR PURPOSE LIMITATIONS. -- PERPETUAL IN NATURE: NET ASSETS THAT MUST BE MAINTAINED IN PERPETUITY. IN ACCORDANCE WITH DONOR INSTRUCTIONS, GOODWILL INDUSTRIES INTERNATIONAL, INC., MAY USE THE INTEREST AND DIVIDENDS, NET OF INVESTMENT FEES, EARNED ON THESE DONOR RESTRICTED NET ASSETS FOR SPECIFIED PURPOSES. GOODWILL INDUSTRIES INTERNATIONAL, INC.'S NET ASSETS WITH DONOR RESTRICTIONS ARE USED TO FUND SPECIFIC PROGRAMS THAT ADVANCE OUR MISSION OF ENHANCING THE DIGNITY AND QUALITY OF LIFE OF INDIVIDUALS, FAMILIES, AND COMMUNITIES BY ELIMINATING BARRIERS TO OPPORTUNITY AND HELPING PEOPLE IN NEED REACH THEIR FULLEST POTENTIAL THROUGH LEARNING AND THE POWER OF WORK. GOODWILL INDUSTRIES INTERNATIONAL, INC.'S DONOR RESTRICTED FUNDS CONSIST OF THE FOLLOWING: DOMESTIC ACTIVITIES -- FRANK F. FLEGAL EDUCATION AND TRAINING (ENDOWMENT) KENNETH K. KING TRAINING TRUST (ENDOWMENT) RICHARD AND LOIS ENGLAND (ENDOWMENT)</p> <p>) ACCENTURE - GOODPROSPECTS CREDENTIALS TO CAREERS ACCENTURE IT CAREER INCUBATORS 1 AND 2 ACCENTURE SKILLS TO SUCCEED ACADEMY 3 ACCENTURE GROWTH MINDSET ACCENTURE YOUTH OPPORTUNITY ACCELERATOR ACCENTURE XR/VR ALUMNI CENTURY FUND ANTHEM FOUNDATION HEALTHCARE PATHWAY ANT</p> <p>HONY FAMILY FOUNDATION - FAMILY STRENGTHENING ANTHONY FAMILY FOUNDATION - COMMUNITY COLLEGE BANK OF AMERICA COVID RELIEF BANK OF AMERICA COMMUNITY COLLABORATIONS BANK OF AMERICA LIFE LAUNCH LIFT CATERPILLAR DIGITAL SKILLS COMCAST GOODWILL DIGITAL CAREER ACCELERATORSMDU LIN FOUNDATION - COMMERCE FUND FACEBOOK - SOCIAL MEDIA MARKETING GENERAL MOTORS</p> <p>GOOGLE.ORG</p> <p>CHARITABLE GIVING FUND OF THE TIDES FOUNDATION GOOGLE IT PROFESSIONAL CERTIFICATE 1.0 & 2.0 GOOGLE.ORG CHARITABLE GIVING FUND OF THE TIDES FOUNDATION GOOGLE IT PYTHON PROFESSIONAL CERTIFICATE GOOGLE.ORG CHARITABLE GIVING FUND OF THE TIDES FOUNDATION DATA IMPACT GOOGLE.ORG CHARITABLE GIVING FUND OF THE TIDES FOUNDATION RESILIENT COMMUNITIES GOOGLE.ORG GOODWILL DIGITAL CAREER ACCELERATORSMD INDEED LOWES TRADE SKILLS PROGRAM MATTHEWS ENTREPRENEURIAL</p> <p>AWARD MCKINSEY SOCIAL INITIATIVE MICROSOFT PUBLIC POLICY FUND ROBERT WATKINS AWARD FUND T RACFONE WIRELESS, INC. WALMART FOUNDATION OPERATION: GOODJOBS 3.0 WALMART FOUNDATION GOODP</p> <p>ATHS USAA OPERATION: GOODJOBS GOOD PROSPECTS SAFELINK IHG FOCUS GROUP INTERNATIONAL ACTIVITIES -- BARKER EDUCATION (ENDOWMENT) GERALD CLORE TRAINING (ENDOWMENT) SIOUX CITY (ENDOWMENT) OAKLAND/PHILIPPINE FUND INTERNATIONAL - GENERAL</p>

Supplemental Information	
Return Reference	Explanation
PART XI, LINE 2D - OTHER ADJUSTMENTS:	RENTAL EXPENSE REPORTED ON PART VIII 231,048.

Supplemental Information	
Return Reference	Explanation
PART XII, LINE 2D - OTHER ADJUSTMENTS:	RENTAL EXPENSE REPORTED ON PART VIII 231,048.

SCHEDULE F
(Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
GOODWILL INDUSTRIES INTERNATIONAL INC

Employer identification number
53-0196517

Part I

General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

- 1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No
- 2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
- 3 Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
See Add'l Data					
3a Sub-total	0	0			55,141
b Total from continuation sheets to Part I	0	0			0
c Totals (add lines 3a and 3b)	0	0			55,141

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES	ASSOCIATION GRANTS	12,395	CHECK			
			NORTH AMERICA	SPONSORED PROGRAM GRANTS	40,000	WIRE			

- 2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter **2**
- 3 Enter total number of other organizations or entities **0**

Part III	Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 16.
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Part III can be duplicated if additional space is needed.

[illegible]

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* ☐ Yes ☒ No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* ☐ Yes ☒ No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)* ☐ Yes ☒ No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* . ☐ Yes ☒ No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* ☐ Yes ☒ No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).* ☐ Yes ☒ No

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

990 Schedule F, Supplemental Information

Return Reference	Explanation
PART I, LINE 2:	ALL GRANT AWARDS ARE ASSIGNED A UNIQUE COST CENTER IN THE GOODWILL INDUSTRIES INTERNATIONAL, INC. (GII), GENERAL LEDGER SYSTEM. EACH GRANT IS ASSIGNED TO A PROGRAM MANAGER WHO IS RESPONSIBLE FOR FOLLOWING THE GRANT BUDGET AND WORKING WITH SUBGRANTEE LOCAL GOODWILL ORGANIZATIONS TO ACHIEVE THE GOALS SPECIFIED BY THE GRANT AWARD. WHEN GII MAKES SUBAWARDS TO LOCAL GOODWILL ORGANIZATIONS TO CARRY OUT CERTAIN GRANT FUNDED PROGRAMS, AN AGREEMENT IS SIGNED BETWEEN GII AND THE SUBRECIPIENT. THE AGREEMENT SPECIFIES REQUIREMENTS OF THE ORIGINAL AWARD AND THE PERFORMANCE AND REPORTING REQUIREMENTS OF THE SUBRECIPIENT TO GII.

990 Schedule F, Supplemental Information

Return Reference	Explanation
PART III ACCOUNTING METHOD:	

Additional Data

Software ID:
Software Version:
EIN: 53-0196517
Name: GOODWILL INDUSTRIES INTERNATIONAL INC

Form 990 Schedule F Part I - Activities Outside The United States

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
NORTH AMERICA	0	0	MANAGEMENT AND GENERAL	MEETINGS	2,746
NORTH AMERICA	0	0	GRANTMAKING	ASSOCIATION GRANTS	12,395

Form 990 Schedule F Part I - Activities Outside The United States					
(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
NORTH AMERICA	0	0	GRANMAKING	SPONSORED PROGRAM GRANTS	40,000

2020

Open to Public Inspection

53-0196517

Schedule G (Form 990 or 990-EZ) 2020

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

Revenue		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		(event type)	(event type)	(total number)	(add col. (a) through col. (c))
Revenue	1 Gross receipts				
	2 Less: Contributions				
	3 Gross income (line 1 minus line 2)				
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses				
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				
11 Net income summary. Subtract line 10 from line 3, column (d) ▶					

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

Revenue		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col.(a) through col.(c))
Direct Expenses	1 Gross revenue				
	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
	7 Direct expense summary. Add lines 2 through 5 in column (d) ▶				
	8 Net gaming income summary. Subtract line 7 from line 1, column (d) ▶				

9 Enter the state(s) in which the organization conducts gaming activities: _____

a Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain: _____

11	Does the organization conduct gaming activities with nonmembers?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
12	Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
13	Indicate the percentage of gaming activity conducted in:		
a	The organization's facility	13a	%
b	An outside facility	13b	%
14	Enter the name and address of the person who prepares the organization's gaming/special events books and records:		
	Name ►		
	Address ►		
15a	Does the organization have a contract with a third party from whom the organization receives gaming revenue?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
b	If "Yes," enter the amount of gaming revenue received by the organization ► \$ and the amount of gaming revenue retained by the third party ► \$		
c	If "Yes," enter name and address of the third party:		
	Name ►		
	Address ►		
16	Gaming manager information:		
	Name ►		
	Gaming manager compensation ► \$		
	Description of services provided ►		
	<input type="checkbox"/> Director/officer	<input type="checkbox"/> Employee	<input type="checkbox"/> Independent contractor
17	Mandatory distributions:		
a	Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?		<input type="checkbox"/> Yes <input type="checkbox"/> No
b	Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$		

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

Return Reference	Explanation
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Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I
(Form 990)

Grants and Other Assistance to Organizations,
Governments and Individuals in the United States

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.

▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2020

Open to Public
Inspection

Department of the
Treasury
Internal Revenue Service

Name of the organization
GOODWILL INDUSTRIES INTERNATIONAL INC

Employer identification number

53-0196517

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) See Additional Data							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 99

3 Enter total number of other organizations listed in the line 1 table 0

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
PART I, LINE 2:	ALL GRANT AWARDS ARE ASSIGNED A UNIQUE COST CENTER IN THE GOODWILL INDUSTRIES INTERNATIONAL, INC. (GII), GENERAL LEDGER SYSTEM. EACH GRANT IS ASSIGNED TO A PROGRAM MANAGER WHO IS RESPONSIBLE FOR FOLLOWING THE GRANT BUDGET AND WORKING WITH SUBGRANTEE GOODWILL ORGANIZATIONS TO ACHIEVE THE GOALS SPECIFIED BY THE GRANT AWARD. WHEN GII MAKES SUBAWARDS TO LOCAL GOODWILL ORGANIZATIONS TO CARRY OUT CERTAIN GRANT FUNDED PROGRAMS, AN AGREEMENT IS SIGNED BETWEEN GII AND THE SUBRECIPIENT. THE AGREEMENT SPECIFIES REQUIREMENTS OF THE ORIGINAL AWARD AND THE PERFORMANCE AND REPORTING REQUIREMENTS OF THE SUBRECIPIENT TO GII. MONTHLY REPORTS ARE RECEIVED FROM THE SUBRECIPIENTS, REVIEWED BY GII PROGRAM AND FINANCIAL TEAM MEMBERS, AND ENTERED INTO THE GII GENERAL LEDGER SYSTEM WHEN APPROVED. GII DRAWS AND DISBURSES GRANT FUNDS ACCORDING TO SPECIFICATIONS OF THE GRANT AGREEMENT. GII MAKES PERIODIC REPORTS TO THE FUNDING FOUNDATION OR GOVERNMENT AGENCY AS REQUIRED BY THE GRANT AGREEMENT. GII PROGRAM AND ACCOUNTING TEAM MEMBERS CONDUCT REGULAR DESK REVIEWS AND MAKE MONITORING VISITS TO THE SUBRECIPIENTS, USUALLY ON AN ANNUAL BASIS, TO REVIEW THE PROGRAM OUTCOMES AND FINANCIAL RECORDING OF THE PROGRAM EXPENDITURES.
EXPLANATION OF GRANTS AND AWARDS:	ASSOCIATION GRANTS AND SUPPORT FOR PROGRAMMATIC OPERATIONS: THE ASSOCIATION GRANT PROGRAM IS INTENDED TO GENERATE ACTION THAT WILL STIMULATE THE STRENGTHENING OF INDIVIDUAL LOCAL GOODWILL ORGANIZATIONS AND GOODWILL ASSOCIATIONS' ABILITY TO COLLABORATE ON ISSUES OF IMPORTANCE TO THE BROAD GOODWILL COMMUNITY. P.J. TREVETHAN AWARD: PRESENTED TO A GOODWILL INDUSTRIES CHIEF EXECUTIVE OFFICER FOR OUTSTANDING CONTRIBUTION TO THE TRAINING OF GOODWILL INDUSTRIES PERSONNEL. J.D. ROBINS JR. DISTINGUISHED CAREER AWARD: RECOGNIZES A GOODWILL INDUSTRIES CHIEF EXECUTIVE OFFICER FOR HIS/HER OUTSTANDING CAREER CONTRIBUTIONS AND DEDICATION TO THE ADVANCEMENT OF THE GOODWILL INDUSTRIES MOVEMENT OVER A SPAN OF AT LEAST 25 YEARS. GERALD L. CLORE INTERNATIONAL AWARD: RECOGNIZES THE EFFORTS OF A NORTH AMERICAN MEMBER GOODWILL INDUSTRIES EXECUTIVE TO FURTHER THE INTERNATIONAL MISSION OF GOODWILL. HALL OF FAME (CEO): RECOGNIZES RETIRED OR DECEASED GOODWILL EXECUTIVES, STAFF, DONORS AND OTHERS WHO HAVE MADE EXEMPLARY CONTRIBUTIONS TO THE LARGER GOODWILL INDUSTRIES MOVEMENT OVER AN EXTENDED PERIOD OF TIME. HALL OF FAME (NON-CEO): RECOGNIZES RETIRED OR DECEASED GOODWILL EXECUTIVES, STAFF, DONORS AND OTHERS WHO HAVE MADE EXEMPLARY CONTRIBUTIONS TO THE LARGER GOODWILL INDUSTRIES MOVEMENT OVER AN EXTENDED PERIOD OF TIME. DELEGATE ASSEMBLY AWARDS: THE GII AWARDS PROGRAM ACCEPTS NOMINATIONS FOR INDIVIDUALS OTHER THAN RETIRED/DECEASED GOODWILL EXECUTIVES INCLUDING RETIRED/DECEASED STAFF, VOLUNTEERS AND BOARD MEMBERS. GII ACHIEVER OF THE YEAR: TO HONOR AN OUTSTANDING PERSON WITH A DISABILITY OR OTHER DISADVANTAGING CONDITION WHO HAS SHOWN GREAT PROGRESS AND ACCOMPLISHMENT IN OVERCOMING BARRIERS TO EMPLOYMENT, WHILE STILL BENEFITING FROM THE GOODWILL WORK ENVIRONMENT OR RECEIVING SERVICES TO SUPPORT EMPLOYMENT IN THE COMMUNITY. GII KENNETH SHAW GRADUATE OF THE YEAR: TO HONOR AN OUTSTANDING PERSON WITH A DISABILITY OR DISADVANTAGING CONDITION WHO COMPLETED A GOODWILL INDUSTRIES CAREER SERVICES PROGRAM AND IS COMPETITIVELY EMPLOYED BY A NON-GOODWILL EMPLOYER. THE GOODWILL INDUSTRIES INTERNATIONAL (GII) GRADUATE OF THE YEAR IS SELECTED FOR OUTSTANDING ACHIEVEMENT IN OVERCOMING BARRIERS TO ATTAINING AND MAINTAINING EMPLOYMENT, AS WELL AS FOR THE ABILITY TO ARTICULATE, IN HIS OR HER OWN WAY, HOW GOODWILL HAS HELPED SHAPED HIS OR HER SUCCESS. EDGAR J. HELMS AWARD FOR STAFF: THIS AWARD RECOGNIZES A GOODWILL EMPLOYEE WHO HAS EXEMPLIFIED THE MISSION OF GOODWILL INDUSTRIES AND REV. HELMS' VALUES OF UNSELFISH SERVICE TO PEOPLE WITH DISABILITIES OR OTHER DISADVANTAGING CONDITIONS. THE AWARD IS OPEN TO STAFF WHO HAVE NOT BEEN A PREVIOUS PROGRAM PARTICIPANT OR RECEIVED ANY SUPPORT SERVICES FROM GOODWILL. EDGAR J. HELMS AWARD FOR GRADUATE STAFF: THIS AWARD RECOGNIZES A GOODWILL EMPLOYEE WHO HAS EXEMPLIFIED THE MISSION OF GOODWILL INDUSTRIES AND REV. HELMS' VALUES OF UNSELFISH SERVICE TO PEOPLE WITH DISABILITIES OR OTHER DISADVANTAGING CONDITIONS. VOLUNTEER BOARD LEADER OF THE YEAR: TO RECOGNIZE AND SHOWCASE OUTSTANDING LEADERSHIP FROM VOLUNTEER BOARD MEMBERS WHO WORK TO SUPPORT AND FURTHER THE OPERATIONS AND MISSION OF A MEMBER GOODWILL ORGANIZATION. VOLUNTEER MISSION LEADER OF THE YEAR: TO RECOGNIZE AN OUTSTANDING VOLUNTEER LEADER WHO WORKS TO SUPPORT THE PROGRAMS OF A MEMBER GOODWILL ORGANIZATION AND HELPS FURTHER THE MISSION OF GOODWILL INDUSTRIES THROUGH HIS/HER VOLUNTEER ACTIVITIES. ROBERT E. AND CHARLOTTE WATKINS AWARD FOR EXCELLENCE IN MISSION ADVANCEMENT: TO HONOR A GOODWILL LEADER (CEO, STAFF OR VOLUNTEER) WHO HAS MADE A SIGNIFICANT CONTRIBUTION (PROGRAM, SERVICE, PROCESS OR INNOVATION) TO THE ADVANCEMENT OF THE GOODWILL MISSION. THE CONTRIBUTION MAY INVOLVE CLIENT CAREER SERVICES OR A RELATED FIELD AND SHOULD HAVE A LASTING EFFECT ON THE ABILITY OF ONE OR MORE GOODWILL ORGANIZATIONS TO SERVE PERSONS WITH DISABILITIES OR OTHER BARRIERS TO EMPLOYMENT. KENNETH K. KING OUTSTANDING MANAGEMENT AWARD FOR EXECUTIVE EXCELLENCE: THIS AWARD IS PRESENTED TO A GOODWILL INDUSTRIES EXECUTIVE IN RECOGNITION OF OUTSTANDING MANAGEMENT ABILITIES AND ACCOMPLISHMENTS. THE AWARD RECOGNIZES A CEO WHOSE PERFORMANCE CONSISTENTLY DEMONSTRATES STRONG ORGANIZATIONAL IMPACT RELATED TO MISSION, EXCELLENCE AND SUSTAINABILITY. IT IS NAMED FOR THE LATE KENNETH K. KING, WHO ENDOWED THE KENNETH K. KING OUTSTANDING MANAGEMENT AWARD FOR EXECUTIVE EXCELLENCE TRUST. MR. KING INTENDED THE AWARD TO RECOGNIZE MANAGEMENT AND LEADERSHIP EXCELLENCE OF CEOs OF ANY SIZE GOODWILL. IT IS NOT INTENDED TO BE A LIFETIME ACHIEVEMENT AWARD, AS THERE IS ANOTHER AWARD FOR THAT PURPOSE.

Additional Data

Software ID:
Software Version:
EIN: 53-0196517
Name: GOODWILL INDUSTRIES INTERNATIONAL INC

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ALABAMA GOODWILL IND INC 2350 GREEN SPRINGS HIGHWAY BIRMINGHAM, AL 35205	63-0288794	501(C)(3)	6,000				GOOGLE-GDCA
CALIFORNIA COUNCIL OF GOODWILL INDUSTRIES 23 CALLE CANELA SAN CLEMENTE, CA 92673	94-1212132	501(C)(3)	33,466				ASSOCIATION GRANT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CHATTANOOGA GOODWILL IND INC 3500 DODDS AVENUE CHATTANOOGA, TN 37407		501(C)(3)	27,500				GOOGLE-GDCA
COURSERA 381 E EVELYN AVENUE MOUNTAIN VIEW, CA 94041	45-3560292		212,500				GOOGLE IT CAREERS; GOOGLE IT 2.0; GOOGLE IT PYTHON

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
EASTER SEALS - GOODWILL NORTHERN ROCKY MOUNTAIN INC 4400 CENTRAL AVE GREAT FALLS, MT 59405	81-0232125	501(C)(3)	27,000				GOOGLE-GDCA; GOOD PATHS DIRECT
EVANSVILLE GOODWILL IND INC 500 SOUTH GREEN RIVER ROAD EVANSVILLE, IN 47115	35-0868075	501(C)(3)	768,088				GOOGLE-GDCA; SCSEP PY 2019 DIRECT; SCSEP PY 2020

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
EVERGREEN GOODWILL OF NORTHWEST WASHINGTON 700 DEARBORN PLACE SOUTH SEATTLE, WA 98144	91-0568708	501(C)(3)	7,500				GOOGLE-GDCA; MICROSOFT COVID
FLORIDA GOODWILL ASSOCIATION 2705 51ST AVENUE EAST BRADENTON, FL 34203	31-1667466	501(C)(3)	18,964				ASSOCIATION GRANT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GEORGIA GOODWILL ASSOCIATION 2607 CROSS COUNTRY DRIVE BLDG E COLUMBUS, GA 31906	01-0709306	501(C)(3)	7,512				ASSOCIATION GRANT
GOODWILL ASSOCIATION OF MICHIGAN 271 EAST APPLE AVE MUSKEGON, MI 49442	38-1357148	501(C)(3)	33,824				ASSOCIATION GRANT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL EASTER SEALS INC 553 FAIRVIEW AVE NORTH ST PAUL, MN 55104	41-0706171	501(C)(3)	300,021				GOOGLE-GDCA; ADULT LIFELAUNCH 2; YOUTH LIFE LAUNCH 2
GOODWILL EASTER SEALS MIAMI VALLEY 1511 KUNTZ ROAD DAYTON, OH 454041297	31-0537112	501(C)(3)	203,834				GOOGLE-GDCA; YOUTH LIFE LAUNCH 2

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND - KNOXVILLE INC PO BOX 11066 KNOXVILLE, TN 379391066	62-0868796	501(C)(3)	12,358				GOOGLE IT 2.0
GOODWILL IND OF AKRON INC 570 EAST WATERLOO ROAD AKRON, OH 44319	13-1641068	501(C)(3)	209,362				GOOGLE-GDCA ; ADULT LIFELAUNCH 2 ; YOUTH LIFE LAUNCH 2 ; GOOGLE RESILIENT COMMUNITIES

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF ARKANSAS INC 7400 SCOTT HAMILTON DRIVE LITTLE ROCK, AR 72209	71-0236903	501(C)(3)	65,924				GOOGLE-GDCA ; GOOGLE IT PYTHON ; ADULT LIFE LAUNCH
GOODWILL IND OF CENTRAL FLORIDA 7531 S ORANGE BLOSSOM TRAIL ORLANDO, FL 32809	59-0908166	501(C)(3)	40,000				INDEED FELLOW PROGRAM

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF CENTRAL ILLINOIS INC 2319 E WAR MEMORIAL DRIVE PEORIA, IL 61614	37-0673521	501(C)(3)	10,000				GOOGLE-GDCA
GOODWILL IND OF CENTRAL INDIANA 1635 W MICHIGAN ST INDIANAPOLIS, IN 46222	35-0893506	501(C)(3)	2,644,760				GOOGLE-GDCA ; SCSEP PY 2020 ; ADULT LIFE LAUNCH; ACCENTURE GROWTH MINDSET ; SCSEP PY 2019 DIRECT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF CENTRAL NORTH CAROLINA INC 1235 S EUGENE ST GREENSBORO, NC 27406	56-0862842	501(C)(3)	20,000				GOOGLE-GDCA
GOODWILL IND OF CENTRAL OHIO 1331 EDGEHILL ROAD COLUMBUS, OH 43212	31-4379448	501(C)(3)	391,301				GOOGLE-GDCA ; GOOGLE IT 2.0 ; INDEED FELLOW PROGRAM ; CAREERS IN TECHNOLOGY

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF CENTRAL OKLAHOMA INC PO BOX 2780 OKLAHOMA CITY, OK 73101	73-0641590	501(C)(3)	10,000				GOOGLE-GDCA
GOODWILL IND OF CENTRAL TEXAS 1015 NORWOOD PARK BLVD AUSTIN, TX 78753	74-1322808	501(C)(3)	516,506				GOOGLE-GDCA ; GOOGLE IT 2.0 ; GOOGLE-DATA INITIATIVE ; INDEED FELLOW PROGRAM ; ADULT LIFE LAUNCH ; CAREERS IN TECHNOLOGY

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF CENTRAL VIRGINIA 6301 MIDLOTHIAN TURNPIKE RICHMOND, VA 23225		501(C)(3)	30,000				GOOGLE-GDCA
GOODWILL IND OF DALLAS INC 3020 N WESTMORELAND ROAD DALLAS, TX 75212	75-0800649	501(C)(3)	50,000				GOOGLE-GDCA ; INDEED FELLOW PROGRAM

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF EAST TEXAS INC 409 W LOCUST TYLER, TX 75702	75-1478919	501(C)(3)	12,672				GOOGLE-GDCA ; GOOGLE IT 2.0 ; GOOGLE IT PYTHON
GOODWILL IND OF ERIE HURON OTTAWA AND SANDUSKY COUNTIES 419 W MARKET STREET SANDUSKY, OH 44870	34-1113714	501(C)(3)	281,338				GOOGLE-GDCA ; SCSEP PY 2019 DIRECT ; SCSEP PY 2020

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF GREATER CLEVELAND AND EAST CENTRAL OH 408 NINTH STREET S W CANTON, OH 44707	34-0909974	501(C)(3)	70,000				GOOGLE-GDCA ; GOOGLE RESILIENT COMMUNITIES
GOODWILL IND OF GREATER DETROIT 3111 GRAND RIVER AVE DETROIT, MI 482082962	38-1362823	501(C)(3)	152,902				GOOGLE-GDCA ; ADULT LIFE LAUNCH

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF GREATER GRAND RAPIDS INC 3035 PRAIRIE STREET SW GRANDVILLE, MI 49418	38-6113049	501(C)(3)	78,574				GOOGLE-GDCA
GOODWILL IND OF GREATER NY AND NORTHERN NJ 4-21 27TH AVENUE ASTORIA, NY 11102	13-1641068	501(C)(3)	84,893				GOOGLE-GDCA

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF HOUSTON 1140 WEST LOOP NORTH HOUSTON, TX 77055	74-1285095	501(C)(3)	343,705				ACCENTURE GROWTH MINDSET ; GOOGLE-GDCA ; GOOGLE IT 2.0 ; GOOGLE IT PYTHON ; GOOD JOBS 3 DIRECT ; YOUTH LIFE LAUNCH 2 ; GOOD PATHS DIRECT
GOODWILL IND OF KANSAS INC KANSAS GOODWILL ASSOCIATION 3352 N WEBB ROAD WICHITA, KS 67226	48-0673284	501(C)(3)	90,737				ASSOCIATION GRANT ; GOOGLE-GDCA

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF KENTUCKY INC 1325 SOUTH FOURTH ST LOUISVILLE, KY 40208	61-0475284	501(C)(3)	2,547,252				GOOGLE-DATA INITIATIVE ;GOOGLE-GDCA ;GOOGLE IT 2.0 ;INDEED FELLOW PROGRAM ;SCSEP PY 2019 DIRECT ;SCSEP PY 2020 ;ADULT LIFE LAUNCH ;LIFELAUNCH: IGNITE
GOODWILL IND OF MICHIANA INC 1806 W WESTERN AVE PO BOX 3847 SOUTH BEND, IN 466190846	35-1093073	501(C)(3)	1,057,365				GOOGLE-DATA INITIATIVE ;GOOGLE-GDCA ;GOOGLE IT 2.0 ;GOOGLE IT PYTHON ;INDEED FELLOW PROGRAM ;SCSEP PY 2019 DIRECT ;SCSEP PY 2020

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF MIDDLE TENNESSEE INC 1015 HERMAN STREET NASHVILLE, TN 37208	62-0599413	501(C)(3)	266,487				GOOGLE-GDCA ;GOOGLE IT 2.0 ;GOOGLE IT PYTHON ;LOWES-GOODWILL TRADES TRAINING
GOODWILL IND OF MONOCACY VALLEY INC 5112 PEGASUS COURT SUITE M FREDERICK, MD 21704	23-7047548	501(C)(3)	6,000				GOOGLE-GDCA

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF NORTH CENTRAL WISCONSINMENASHA 1800 APPLETON ROAD MENASHA, WI 54952		501(C)(3)	16,000				GOOGLE-GDCA
GOODWILL IND OF NORTH LOUISIANA INC 800 WEST 70TH STREET SHREVEPORT, LA 711062550	72-0460816	501(C)(3)	153,587				YOUTH LIFE LAUNCH 2

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF NORTHEASTERN PENNSYLVANIA INC 925 PROSPECT AVENUE SCRANTON, PA 18505	24-0800938	501(C)(3)	6,000				GOOGLE-GDCA
GOODWILL IND OF NORTHERN ILLINOIS AND WISCONSIN STATELINE AR 850 N CHURCH STREET ROCKFORD, IL 61103	36-2167846	501(C)(3)	275,367				YOUTH LIFE LAUNCH 2

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF NORTHWEST OHIO INC 626 N HURON ST TOLEDO, OH 43604	34-4434288	501(C)(3)	294,500				GOOGLE-GDCA ;GOOD JOBS 3 DIRECT ;SCSEP PY 2019 DIRECT ;SCSEP PY 2020
GOODWILL IND OF ORANGE COUNTY CALIFORNIA INC 410 NORTH FAIRVIEW ST SANTA ANA, CA 927033412	95-1644018	501(C)(3)	212,781				GOOGLE-GDCA ;YOUTH LIFE LAUNCH 2

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF SACRAMENTO VALLEY & NORTHERN NEVADA INC 8001 FOLSOM BOULEVARD SACRAMENTO, CA 95826	94-1201202	501(C)(3)	17,500				GOOGLE-GDCA
GOODWILL IND OF SAN ANTONIO 406 W COMMERCE SAN ANTONIO, TX 78207	74-1238444	501(C)(3)	37,573				TJX ;GOOD JOBS 3 DIRECT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF SAN FRANCISCO SAN MATEO AND MARIN CO 750 POST STREET SAN FRANCISCO, CA 94109	94-1156540	501(C)(3)	60,294				GOOGLE IT CAREERS ;GOOGLE-GDCA ;MICROSOFT COVID ;INDEED FELLOW PROGRAM
GOODWILL IND OF SOUTH MISSISSIPPI INC 11975 SEAWAY ROAD STE A140 GULFPORT, MS 39503	64-0547585	501(C)(3)	8,000				GOOGLE-GDCA

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF SOUTHERN ARIZONA INC 1940 E SILVERLAKE ROAD SUITE 405 TUCSON, AZ 85713	86-0223401	501(C)(3)	295,297				ASSOCIATION GRANT ;GOOGLE-DATA INITIATIVE ;ADULT LIFELAUNCH 2
GOODWILL IND OF SOUTHERN CALIFORNIA 342 SAN FERNANDO ROAD LOS ANGELES, CA 90031	95-1641441	501(C)(3)	154,909				GOOGLE-GDCA ; GOOD JOBS 3 DIRECT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF SOUTHERN NEVADA INC 1280 W CHEYENNE AVENUE NORTH LAS VEGAS, NV 89030	23-7437479	501(C)(3)	6,000				GOOGLE-GDCA
GOODWILL IND OF SOUTHERN NEW JERSEY AND PHILADELPHIA 2835 ROUTE 73 SOUTH MAPLE SHADE, NJ 08052	21-0681239	501(C)(3)	8,000				GOOGLE-GDCA

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF SOUTHWEST FLORIDA INC 4940 BAYLINE DRIVE NORTH FORT MYERS, FL 33936	59-6196141	501(C)(3)	20,000				GOOGLE-GDCA
GOODWILL IND OF SOUTHWESTERN MICHIGAN 420 EAST ALCOTT KALAMAZOO, MI 49001	35-1558550	501(C)(3)	12,500				GOOGLE-GDCA ; GOOGLE-DATA INITIATIVE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF TENNEVA AREA INC 2017 BROOKSIDE LANE KINGSPORT, TN 37660	23-7217515	501(C)(3)	526,571				GOOGLE-GDCA ;SCSEP PY 2019 DIRECT ;SCSEP PY 2020
GOODWILL IND OF THE CHESAPEAKE INC 222 EAST REDWOOD STREET BALTIMORE, MD 21202	52-0591576	501(C)(3)	256,546				GOOGLE IT CAREERS ;GOOGLE-GDCA ;GOOGLE RESILIENT COMMUNITIES ;ADULT LIFELAUNCH 2

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF THE COASTAL EMPIRE INC PO BOX 15007 SAVANNAH, GA 31416	58-6046795	501(C)(3)	30,000				GOOGLE-GDCA
GOODWILL IND OF THE COLUMBIA INC 815 NORTH KELLOGG ST SUITE A KENNEWICK, WA 99336	23-7071436	501(C)(3)	21,435				GOOGLE IT CAREERS ;GOOGLE-GDCA ;GOOGLE IT 2.0 ;GOOGLE IT PYTHON

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF THE INLAND NORTHWEST 130 E 3RD AVE SPOKANE, WA 99202	91-0597006	501(C)(3)	11,115				GOOGLE-GDCA ;GOOGLE IT 2.0
GOODWILL IND OF THE SOUTHERN PIEDMONT 2122 FREEDOM DRIVE PO BOX 668768 CHARLOTTE, NC 28266	56-0844639	501(C)(3)	282,243				GOOGLE-GDCA ;GOOGLE-DATA INITIATIVE ;GOOD PATHS DIRECT ;GOOD JOBS 3 DIRECT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF THE VALLEYS INC 2502 MELROSE AVE NW SUITE A ROANOKE, VA 24017	54-0884014	501(C)(3)	2,311,674				GOOGLE-GDCA ;GOOGLE-DATA INITIATIVE ;GOOGLE IT 2.0 ;SCSEP PY 2019 DIRECT ; SCSEP PY 2020ADULT LIFELAUNCH 2 ;CAREERS IN TECHNOLOGY
GOODWILL IND OF TULSA 2800 SOUTHWEST BLVD TULSA, OK 74107	73-0614297	501(C)(3)	102,644				GOOGLE IT CAREERS ;GOOGLE-GDCA ;GOOGLE-DATA INITIATIVE ;GOOGLE IT 2.0

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF WEST MICHIGAN 271 E APPLE AVE MUSKEGON, MI 49442	38-1558550	501(C)(3)	30,096				GOOGLE-GDCA ;LIFELAUNCH: IGNITE
GOODWILL IND OF WNY INC NORTHEAST REGIONAL ASSOCIATION 1119 WILLIAM STREET BUFFALO, NY 14206	16-0761225	501(C)(3)	21,071				ASSOCIATION GRANT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND UPSTATEMIDLANDS SC 115 HAYWOOD RD GREENVILLE, SC 29607	57-0564001	501(C)(3)	2,457,889				BANK OF AMERICA: COMMUNITY COLLAB ;GOOGLE-DATA INITIATIVE ;GOOGLE IT 2.0 ;GOOD JOBS 3 DIRECT ;SCSEP PY 2019 DIRECT ;SCSEP PY 2020
GOODWILL IND INC SERVING EASTERN NEBRASKA & SOUTHW 4805 NORTH 72ND STREET OMAHA, NE 68134		501(C)(3)	6,000				GOOGLE-GDCA

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF FORT WORTH INC 4005 CAMPUS DR FORT WORTH, TX 76119	75-0868393	501(C)(3)	120,000				GOOGLE-GDCA ;INDEED FELLOW PROGRAM
GOODWILL IND OF NORTHWEST NORTH CAROLINA INC 2701 UNIVERSITY PARKWAY WINSTONSALEM, NC 271054223	56-0588474	501(C)(3)	147,080				LOWES-GOODWILL TRADES TRAINING ;INDEED FELLOW PROGRAM ;GOOD JOBS 3 DIRECT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF SAN DIEGO COUNTY INC 3663 ROSECRANS STREET SAN DIEGO, CA 921103226	95-1652910	501(C)(3)	53,066				INDEED FELLOW PROGRAM
GOODWILL IND OF VENTURA & SANTA BARBARA COUNTIES INC 130 LOMBARD STREET OXNARD, CA 93030	77-0448301	501(C)(3)	61,428				GOOGLE-GDCA ;GOOD JOBS 3 DIRECT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND-BIG BEND INC 300 MABRY STREET TALLAHASSEE, FL 32304	59-1279499	501(C)(3)	24,594				GOOGLE-GDCA ;GOOGLE IT 2.0 ;GOOGLE IT PYTHON
GOODWILL INDUSTRIES OF HAWAII INC 2610 KILIHOU ST HONOLULU, HI 96819	99-6001264	501(C)(3)	43,458				GOOGLE-GDCA ;GOOGLE IT 2.0

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL INDUSTRIES OF NEW MEXICO 5000 SAN MATEO BLVD NE ALBUEQUERQUE, NM 87109	85-0107916	501(C)(3)	1,470,628				GOOGLE-GDCA ;SCSEP PY 2019 DIRECT ;SCSEP PY 2020
GOODWILL INDUSTRIES OF SILICON VALLEY 1080 NORTH 7TH STREET SAN JOSE, CA 95112	94-1212132	501(C)(3)	100,180				GOOGLE-GDCA

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL INDUSTRIES OF THE GREATER EAST BAY INC 1301 30TH AVENUE OAKLAND, CA 94601	94-1186175	501(C)(3)	12,500				GOOGLE-GDCA
GOODWILL INDUSTRIES OF THE GULF COAST INC 2448 GORDON SMITH DRIVE MOBILE, AL 36617	63-0363472	501(C)(3)	12,500				GOOGLE-GDCA

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL INDUSTRIES OF TULSA INC 2800 SOUTHWEST BOULEVARD TULSA, OK 74107	73-0614297	501(C)(3)	7,437				ASSOCIATION GRANT
GOODWILL KEYSTONE AREA 1150 GOODWILL DRIVE HARRISBURG, PA 17101	23-1365338	501(C)(3)	16,113				ASSOCIATION GRANT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL NORTHERN NEW ENGLAND 34 HUTCHERSON DRIVE GORHAM, ME 04038	01-0284340	501(C)(3)	30,000				GOOGLE-GDCA
GOODWILL OF CENTRAL ARIZONA 2626 W BERYL AVE PHOENIX, AZ 85021	86-0104415	501(C)(3)	270,745				ACCENTURE GROWTH MINDSET ;GOOGLE-GDCA ;GM-GOODPROSPECTS CAREERS 2 ;INDEED FELLOW PROGRAM

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL OF COLORADO 1460 GARDEN OF THE GODS ROAD COLORADO SPRINGS, CO 80907	84-6166225	501(C)(3)	102,707				GOOGLE-GDCA
GOODWILL OF GREATER WASHINGTON 1140 3RD STREET NE SUITE 350 WASHINGTON, DC 20002	53-0196588	501(C)(3)	30,000				GOOGLE-GDCA

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL OF NORTH GEORGIA INC 2201 LAWRENCEVILLE HWY SUITE 300 DECATUR, GA 30033	20-8351046	501(C)(3)	212,537				GOOGLE-GDCA ;LOWES-GOODWILL TRADES TRAINING ;MICROSOFT COVID ;LIFELAUNCH: IGNITE
GOODWILL OF SOUTHERN NEW ENGLAND 432 WASHINGTON AVENUE NORTH HAVEN, CT 06473	23-7431264	501(C)(3)	6,000				GOOGLE-GDCA

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL OF SOUTHWESTERN PENNSYLVANIA 118 52ND STREET PITTSBURGH, PA 15201	25-1773112	501(C)(3)	309,981				GOOGLE-GDCA ;ADULT LIFELAUNCH 2 ;LIFELAUNCH: IGNITE
GOODWILL OF THE OLYMPICS AND RAINIER REGION 714 S 27TH ST TACOMA, WA 98409	91-0573106	501(C)(3)	1,554,067				GOOGLE-GDCA ;GOOGLE-DATA INITIATIVE ;MICROSOFT COVID ;GOOD JOBS 3 DIRECT ;SCSEP PY 2019 DIRECT ;SCSEP PY 2020

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL OF WESTERN MISSOURI AND EASTERN KANSAS 1817 CAMPBELL STREET KANSAS CITY, MO 64108	43-1125281	501(C)(3)	20,000				GOOGLE-GDCA
GOODWILL WEST TEXAS 2200 NORTH FIRST ST ABILENE, TX 79603	75-1867441	501(C)(3)	20,000				GOOGLE-GDCA

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MAGIC INDUSTRIES INC PO BOX 905 FREDERICKSBURG, VA 22404	90-0147552		47,458				ASSOCIATION GRANT
MARION GOODWILL IND INC 340 WEST FAIRGROUND STREET MARION, OH 43302	31-0908180	501(C)(3)	291,280				SCSEP PY 2019 DIRECT ;SCSEP PY 2020

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MERSMISSOURI GOODWILL IND 1727 LOCUST STREET ST LOUIS, MO 631063252	43-0652657	501(C)(3)	1,912,682				SCSEP PY 2019 DIRECT ;SCSEP PY 2020 ;GOOGLE-GDCA
MORGAN MEMORIAL GOODWILL IND INC 1010 HARRISON AVE BOSTON, MA 02119	04-2106765	501(C)(3)	40,000				INDEED FELLOW PROGRAM

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
OHIO ASSOCIATION OF GOODWILL IND 570 E WATERLOO RD AKRON, OH 44319	23-7296009	501(C)(3)	54,686				ASSOCIATION GRANT
PALMETTO GOODWILL 2150 EAGLE DRIVE BUILDING 300 N CHARLESTON, SC 29406	57-0632511	501(C)(3)	1,917,812				GOOGLE-GDCA ;GOOD PATHS DIRECT ;GOOD JOBS 3 DIRECT ;SCSEP PY 2019 DIRECT ;SCSEP PY 2020

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
RAPPAHANNOCK GOODWILL IND INC 4701 MARKET STREET SUITE A FREDERICKSBURG, VA 22408	54-0808744	501(C)(3)	20,000				GOOGLE-GDCA
SOUTHEAST ASSOCIATION 2407 31ST STREET GULFPORT, MS 39501	64-0547585		41,770				ASSOCIATION GRANT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SOUTHERN OREGON GOODWILL IND INC 11 W JACKSON ST MEDFORD, OR 97501	93-0564141	501(C)(3)	29,029				GOOGLE- GDCA ;ASSOCIATION GRANT
TEXAS ASSOCIATION OF GOODWILLS 10040 CIRCLEVIEW AUSTIN, TX 78733	74-2972090	501(C)(3)	45,663				ASSOCIATION GRANT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
VIRGINIA GOODWILL NETWORK 1140 3RD STREET NE SUITE 350 WASHINGTON, DC 20002	14-1993959	501(C)(3)	10,842				ASSOCIATION GRANT
YOUNGSTOWN AREA GOODWILL IND INC 2747 BELMONT AVENUE YOUNGSTOWN, OH 44505	34-0714576	501(C)(3)	428,833				GOOGLE RESILIENT COMMUNITIES ;GOOGLE IT 2.0 ;GOOGLE IT PYTHON

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ZANESVILLE WELFARE ORGANIZATION AND GOODWILL IND INC 3610 WEST PIKE ZANESVILLE, OH 43701	31-4379480	501(C)(3)	1,171,891				SCSEP PY 2019 DIRECT ;SCSEP PY 2020

Schedule J (Form 990)	Compensation Information	OMB No. 1545-0047
		2020
		Open to Public Inspection
Department of the Treasury Internal Revenue Service	For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23. ▶ Attach to Form 990. ▶ Go to www.irs.gov/Form990 for instructions and the latest information.	
Name of the organization GOODWILL INDUSTRIES INTERNATIONAL INC		Employer identification number 53-0196517

Part I Questions Regarding Compensation		Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
<input type="checkbox"/> First-class or charter travel	<input type="checkbox"/> Housing allowance or residence for personal use		
<input type="checkbox"/> Travel for companions	<input type="checkbox"/> Payments for business use of personal residence		
<input type="checkbox"/> Tax idemnification and gross-up payments	<input type="checkbox"/> Health or social club dues or initiation fees		
<input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)		
b If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain		1b	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?		2	Yes
3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.			
<input checked="" type="checkbox"/> Compensation committee	<input type="checkbox"/> Written employment contract		
<input checked="" type="checkbox"/> Independent compensation consultant	<input checked="" type="checkbox"/> Compensation survey or study		
<input type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
a Receive a severance payment or change-of-control payment?		4a	Yes
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?		4b	No
c Participate in, or receive payment from, an equity-based compensation arrangement?		4c	No
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:			
a The organization?		5a	No
b Any related organization?		5b	No
If "Yes," on line 5a or 5b, describe in Part III.			
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:			
a The organization?		6a	No
b Any related organization?		6b	No
If "Yes," on line 6a or 6b, describe in Part III.			
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.		7	No
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.		8	No
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?		9	

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

[illegible]

Part III **Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
PART I, LINE 4A	PAUL DOWNES RECEIVED A \$85,812 SEVERANCE PAYMENT DURING 2020.

Additional Data

Software ID:

Software Version:

EIN: 53-0196517

Name: GOODWILL INDUSTRIES INTERNATIONAL INC

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1STEVEN C PRESTON CHIEF EXECUTIVE OFFICER	(i)	380,000	38,000	5,940	19,950	25,357	469,247	0
	(ii)	0	0	0	0	0	0	0
1DAVID EAGLES CHIEF OPERATING OFFICER	(i)	254,808	20,000	1,495	17,853	24,591	318,747	0
	(ii)	0	0	0	0	0	0	0
2MARLA JACKSON CHIEF FINANCIAL OFFICER	(i)	203,846	10,000	3,482	14,052	18,415	249,795	0
	(ii)	0	0	0	0	0	0	0
3WENDI COPELAND CHIEF MISSION & PARTNERSHIP OFFICER	(i)	214,218	20,000	3,855	15,225	10,011	263,309	0
	(ii)	0	0	0	0	0	0	0
4BRIAN ITZKOWITZ CHIEF MEMBER ADVANCEMENT OFFICER	(i)	265,000	70,000	2,288	14,051	24,580	375,919	0
	(ii)	0	0	0	0	0	0	0
5ANDREA AFFELTRANGER SENIOR CONSULTANT	(i)	177,917	25,000	1,027	12,561	23,489	239,994	0
	(ii)	0	0	0	0	0	0	0
6JUDY BRANZELLE CHIEF LEGAL OFFICER	(i)	216,684	15,000	3,832	14,802	2,908	253,226	0
	(ii)	0	0	0	0	0	0	0
7RYAN KUHN INTERIM CHIEF MARKETING OFFICER	(i)	161,375	37,500	914	11,360	23,623	234,772	0
	(ii)	0	0	0	0	0	0	0
8DEBORAH BETSCH CHIEF LEARNING & TALENT OFFICER	(i)	167,677	10,000	1,249	11,833	24,002	214,761	0
	(ii)	0	0	0	0	0	0	0
9PAUL D DOWNES VP INFORMATION SYSEMS	(i)	80,235	0	86,224	3,209	20,349	190,017	0
	(ii)	0	0	0	0	0	0	0
10JOHN CUNNINGHAM SENIOR CONSULTANT DGR	(i)	166,339	2,750	2,206	11,475	17,752	200,522	0
	(ii)	0	0	0	0	0	0	0

eFile GRAPHIC print - DO NOT PROCESS		As Filed Data -		DLN: 93493127006021	
SCHEDULE O (Form 990 or 990-EZ)	Supplemental Information to Form 990 or 990-EZ Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. ▶ Attach to Form 990 or 990-EZ. ▶ Go to www.irs.gov/Form990 for the latest information.				OMB No. 1545-0047 <div style="font-size: 2em; font-weight: bold; margin: 10px 0;">2020</div> <div style="background-color: black; color: white; padding: 5px; text-align: center; font-weight: bold;">Open to Public Inspection</div>
	Department of the Treasury Name of the organization				Employer identification number
	GOODWILL INDUSTRIES INTERNATIONAL INC				53-0196517

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4A (CONT.):	<p>CATERPILLAR: FROM JANUARY 2021 THROUGH DECEMBER 2021, GII WAS AWARDED \$252,077 TO PROVIDE DIGITAL SKILLS TRAINING TO INDIVIDUALS LIVING IN THE NEAREST EIGHT CATERPILLAR MARKETS. CO MCAST: FROM JANUARY 2021 THROUGH DECEMBER 2021, GII WAS AWARDED \$805,000 TO PROVIDE DIRECT FUNDING AND IN-KIND CONTRIBUTIONS TO SUPPORT BASIC AND ADVANCED DIGITAL SKILLS TRAINING A T LOCAL GOODWILL ORGANIZATIONS. ANTHEM FOUNDATION: FROM JANUARY 2021 THROUGH DECEMBER 2022 , GII WAS AWARDED \$750,000 TO PROVIDE HEALTHCARE CAREER TRAINING PROGRAMS. MICROSOFT: FROM JULY 2020 THROUGH MAY 2021, GII WAS AWARDED \$110,000 TO ENHANCE GII'S VIRTUAL APPROACH TO OPERATIONS AS A RESULT OF COVID-19. IN ADDITION, GII RECEIVED 250 MICROSOFT CERTIFICATE V OUCHERS AS AN IN-KIND DONATION VALUED AT \$25,000 TO CONTINUE DELIVERING ACCESSIBLE AND AFF ORDABLE TECHNOLOGY SOLUTIONS TO ENABLE DIGITAL TRANSFORMATION AND ACCELERATE MISSION IMPAC T. INDEED: FROM DECEMBER 2019 THROUGH DECEMBER 2020, GII WAS AWARDED \$700,000 TO LEAD THE COLLABORATION EFFORTS BETWEEN THE GOODWILL NETWORK AND INDEED TO SERVE AS ADVISORS IN GENE RATING AND TESTING NEW IDEAS FOR PRODUCTS AND SUPPORTS AIMED TO COLLECTIVELY HELP 50,000 J OB SEEKERS GET HIRED IN 2020. INTERCONTINENTAL HOTEL GROUP (IHG): DURING 2020 IHG PROVIDED GII \$2,543 IN ADDITIONAL FUNDING TO SUPPORT THE COLLABORATION OF GII MEMBERS IN DEVELOPIN G BEST PRACTICES AND TRAINING PROGRAMS FOR THE HOSPITALITY INDUSTRY.</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 1	<p>THE ORGANIZATION HAS AN EXECUTIVE COMMITTEE CONSISTING OF THE CORPORATION'S OFFICERS, THE CHAIR OF THE CONFERENCE OF EXECUTIVES, AND THREE ADDITIONAL DIRECTORS SELECTED BY THE CHAIR OF THE BOARD. FOUR MEMBERS OF THE EXECUTIVE COMMITTEE SHALL BE EMPLOYED CHIEF EXECUTIVES OF ORGANIZATIONAL MEMBERS. THE IMMEDIATE PAST CHAIRMAN OF THE CONFERENCE OF EXECUTIVES SHALL BE AN EX-OFFICIO MEMBER WITH VOICE, BUT NO VOTE. THE IMMEDIATE PAST CHAIR OF THE BOARD SHALL BE EXTENDED ONE YEAR WITH VOTING RIGHTS IF THE CHAIR'S TERM OTHERWISE WOULD TERMINATE. THE EXECUTIVE COMMITTEE HAS THE AUTHORITY TO ACT ON BEHALF OF THE ORGANIZATION AND THE BOARD, EXCEPT THAT THE EXECUTIVE COMMITTEE SHALL NOT HAVE THE AUTHORITY (A) TO BUY, SELL, LEASE, RENT, MANAGE REAL PROPERTY, (B) APPROVE A PLAN OF MERGER OR DISSOLUTION OF THE CORPORATION, (C) FILL VACANCIES ON THE BOARD, OR (D) APPOINT OR DISMISS THE CORPORATION'S CEO. ACTIONS TAKEN BY THE EXECUTIVE COMMITTEE SHALL BE REPORTED AND DISCUSSED AS SOON AS POSSIBLE WITH THE FULL BOARD.</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	THE CORPORATION SHALL HAVE MEMBERS WHICH SHALL BE LOCAL ORGANIZATIONS USING THE WORDS "GOODWILL OR "GOODWILL INDUSTRIES" CONSPICUOUSLY IN THEIR CORPORATE NAME, IN ALL THEIR ACTIVITIES AND PUBLICITY, AND WHICH HAVE PETITIONED FOR, AND HAVE BEEN ELECTED TO, MEMBERSHIP IN THE CORPORATION BY THE CORPORATION'S BOARD OF DIRECTORS. ORGANIZATIONAL MEMBERS INCLUDE ALL MEMBERS IN THE UNITED STATES AND CANADA AND ANY OTHER MEMBERS WHICH APPLY FOR AND ARE FOUND ELIGIBLE UNDER THE REQUIREMENTS ESTABLISHED BY THE DELEGATE ASSEMBLY. OTHER FORMS OF AFFILIATION WITH INTERNATIONAL ENTITIES, SUCH AS LICENSING AGREEMENTS, AFFILIATE AGREEMENTS, OR OTHER BINDING AGREEMENTS, MAY BE ENTERED INTO BY GII WITH THIRD PARTIES PROVIDED SUCH AFFILIATIONS ARE ALIGNED WITH GII BOARD-APPROVED GLOBAL DEVELOPMENT POLICY AS IT MAY CHANGE FROM TIME TO TIME.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7A	THE DELEGATE ASSEMBLY (COMPRISED OF A MEMBER OF THE LOCAL MEMBER'S GOVERNING BOARD AND THE EMPLOYED CEO OR THEIR STAFF ALTERNATE OF EACH ORGANIZATIONAL MEMBER) ELECTS BOARD MEMBER S; THE GOODWILL INDUSTRIES INTERNATIONAL, INC. BOARD OF DIRECTORS ARE VOTING MEMBERS OF TH E DELEGATE ASSEMBLY. THE CONFERENCE OF EXECUTIVES (COMPRISED OF MEMBER CEOS) ELECTS THE ME MBERS OF THE EXECUTIVE COUNCIL, WHICH ARE EX-OFFICIO MEMBERS OF THE BOARD. THE IMMEDIATE P AST BOARD CHAIR WILL REMAIN AS A VOTING MEMBER OF THE BOARD FOR THE YEAR SUBSEQUENT TO HIS OR HER SERVICES AS CHAIR OR THE END OF HIS OR HER TERM ON THE BOARD, WHICHEVER IS LONGER. OFFICERS OF THE BOARD ARE ELECTED BY THE BOARD OF DIRECTORS.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7B	THE DELEGATE ASSEMBLY, ACCORDING TO THE BYLAWS, "SHALL ELECT THE BOARD OF DIRECTORS, FIX THE DUES OF THE CORPORATION'S ORGANIZATIONAL MEMBERS, VOTE UPON PROPOSED AMENDMENTS TO THE BYLAWS, VOTE UPON PROPOSED CHANGES TO THE TERRITORY POLICY, AND VOTE UPON REQUIREMENTS FOR ORGANIZATIONAL MEMBERSHIP." ADDITIONALLY, THE DELEGATE ASSEMBLY HAS THE RIGHT TO VOTE ON MATERIAL MODIFICATIONS OR ADDITIONS TO GOODWILL INDUSTRIES INTERNATIONAL, INC.'S REQUIREMENTS FOR MEMBERSHIP OF ITS ORGANIZATIONAL MEMBERS. ANY SUCH MODIFICATION OR ADDITION MUST BE APPROVED BY A TWO-THIRDS VOTE OF THE DELEGATE ASSEMBLY. EXCEPT MODIFICATIONS TO THE TERRITORY POLICY WHICH ARE AMENDED BY A MAJORITY VOTE OF THE DELEGATE ASSEMBLY.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	ONCE THE FORM 990 HAS BEEN FINALIZED, GOODWILL INDUSTRIES INTERNATIONAL INC.'S AUDIT COMMITTEE REVIEWS, DISCUSSES, AND VOTES TO ACCEPT. AFTER THE COMMITTEE ACCEPTS, THE FORM 990 IS THEN: (A) DISTRIBUTED TO THE FULL BOARD AS PART OF BOARD MEETING MATERIALS AND (B) OFFERED FOR ACCEPTANCE. IT IS EACH BOARD MEMBER'S RESPONSIBILITY TO REVIEW THE FORM 990 IN SUFFICIENT DETAIL SO AS TO BRING ANY QUESTIONS OR CONCERNS TO THE TABLE BEFORE ACCEPTANCE.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	GOODWILL INDUSTRIES INTERNATIONAL, INC., REQUIRES EVERY BOARD MEMBER TO COMPLETE AND RETURN AN ANNUAL CONFLICT OF INTEREST DISCLOSURE. THE COMPLETED DISCLOSURES ARE THEN REVIEWED FOR ITEMS OF CONFLICT. ITEMS NOTED AS A POTENTIAL CONFLICT, IF ANY, ARE REVIEWED BY BOTH THE AUDIT COMMITTEE AND CHIEF LEGAL OFFICER, AND APPROPRIATE ACTION IS TAKEN TO ADDRESS THE DISCLOSURES. BOARD MEMBERS ARE REQUIRED TO UPDATE THE DISCLOSURE THROUGH OUT THE YEAR AS APPROPRIATE GII ALSO REQUIRES ITS EMPLOYEES TO SUBMIT AN ANNUAL CONFLICT OF INTEREST DISCLOSURE TO BE REVIEWED BY THE CHIEF LEGAL OFFICER.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	<p>EVERY YEAR, AN EXTERNAL COMPENSATION CONSULTANT IS HIRED TO SURVEY THE MARKETPLACE AND TO PROVIDE MARKET DATA ON THE CEO POSITION. THE CEO POSITION IS MATCHED WITH OTHER SIMILAR POSITIONS IN ORGANIZATIONS WITH SIMILAR REVENUES, STRUCTURES, AND SCOPE AS GOODWILL INDUSTRIES INTERNATIONAL, INC. FOR THE CEO POSITION, BOTH BASE PAY AND TOTAL COMPENSATION PAY ARE COMPARED. TOTAL COMPENSATION INCLUDES BASE PAY, BONUS PAY, AND DEFERRED COMPENSATION. EVERY YEAR, THE COMPENSATION COMMITTEE, A SUB-COMMITTEE OF THE BOARD, CONDUCTS A FORMAL PERFORMANCE EVALUATION ON THE CEO. THIS REVIEW CONSIDERS OUTCOMES ON GOALS RELATED TO THE ORGANIZATIONAL STRATEGIC PLAN, FINANCIAL PERFORMANCE, AND RESULTS FROM A SURVEY OF ALL BOARD MEMBERS ON PERFORMANCE. SURVEY RESULTS ARE COMPILED BY AN EXTERNAL CONSULTANT AND FORWARDED TO THE CHAIR OF THE COMPENSATION COMMITTEE. THIS MARKET DATA WAS USED TO SET THE COMPENSATION OF THE INCOMING CEO IN JANUARY 2019. THE COMPENSATION COMMITTEE USES THE RESULTS FROM THE STRATEGIC PLAN, FINANCIAL PERFORMANCE, AND COMPILED PERFORMANCE SURVEY TO RECOMMEND TO THE BOARD OF DIRECTORS ANY INCREASE OR DECREASE IN PAY AND/OR BONUS THAT IS WITHIN THE MARKET COMPENSATION RANGES THAT WERE PROVIDED BY THE EXTERNAL COMPENSATION CONSULTANT FOR COMPARABLE CEO POSITIONS. THE COMPENSATION COMMITTEE MONITORED FIRST-YEAR GOALS FOR THE NEW CEO IN 2019, AND THE FIRST FORMAL EVALUATION WAS CONDUCTED IN JANUARY 2020 FOLLOWING ONE YEAR OF SERVICE. FOR OFFICERS AND KEY EMPLOYEES, POSITIONS ARE MATCHED BY AN EXTERNAL COMPENSATION CONSULTANT WITH OTHER SIMILAR POSITIONS IN ORGANIZATIONS WITH SIMILAR REVENUES, STRUCTURES, AND SCOPE AS GOODWILL INDUSTRIES INTERNATIONAL, INC. IN 2020, THE POSITIONS REVIEWED WERE: CHIEF OPERATING OFFICER, CHIEF MEMBER ADVANCEMENT OFFICER, CHIEF FINANCIAL OFFICER, CHIEF STRATEGIC PARTNERSHIP ACTIVATION OFFICER, CHIEF TALENT OFFICER. THE MARKET RANGES FOR BASE PAY AND BASE PLUS BONUS ARE PROVIDED TO THE COMPENSATION COMMITTEE FOR THESE POSITIONS BY THE EXTERNAL COMPENSATION CONSULTANT. THE COMPENSATION COMMITTEE REVIEWS THIS DATA AND APPROVES THE RANGES TO BE USED BY THE CEO IN DETERMINING THEIR BASE PAY PLUS BONUS. THE MERIT PAY AND BONUS AWARD FOR THE OFFICERS AND KEY EMPLOYEES, IF ANY, ARE EFFECTIVE IN JANUARY OF EACH YEAR AFTER A PERFORMANCE AND GOALS REVIEW IS CONDUCTED. NOTES FROM THE ABOVE PROCESS ARE PRODUCED CONTEMPORANEOUSLY BY THE CHAIR OF THE COMPENSATION COMMITTEE.</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	UPON REQUEST, GOODWILL INDUSTRIES INTERNATIONAL, INC., PROVIDES COPIES OF ITS ARTICLES OF INCORPORATION, BYLAWS, AND CONFLICT OF INTEREST POLICIES. THE ORGANIZATION'S AUDITED FINANCIAL STATEMENTS AND FORMS 990 ARE AVAILABLE ON ITS PUBLIC WEBSITE.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VII, SECTION A, LINE 1A:	IN ADDITION TO ITS VOTING DIRECTORS, GOODWILL INDUSTRIES INTERNATIONAL, INC., HAS THREE NON-VOTING EMERITUS BOARD MEMBERS: LARRY DEJARNETT, BILL KACAL, AND LORNA G UTLEY. THEY MAY BE CONTACTED IN CARE OF GII.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XI, LINE 9:	CANCELLATION OF PUBLIC SERVICE ANNOUNCEMENT CAMPAIGN -1,985,415.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XII, LINE 2C:	THE AUDIT OVERSIGHT PROCESS HAS REMAINED UNCHANGED FROM THE PREVIOUS YEAR.

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
GOODWILL INDUSTRIES INTERNATIONAL INC

Employer identification number
53-0196517

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.					
(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) 15810 INDIANOLA DRIVE LLC (SINGLE MEMBER LLC) 15810 INDIANOLA DRIVE ROCKVILLE, MD 20855 53-0196517	HOLDING ENTITY FOR GII'S MEMBER SERVICES CENTER BUILDING	MD	303,578	50,354	GOODWILL INDUSTRIES INTERNATIONAL INC

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.							
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)GOODWILL MISSION AND JOB CREATION SERVICES INC (GMJCS) 15810 INDIANOLA DRIVE ROCKVILLE, MD 20855 45-5221005	LOANS TO GW MEMBERS AT A LOWER COST TO CREATE JOBS AND PROMOTE MISSION	DC	501(C)(3)	509(A)(2)	GII	Yes	

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512(b) (13) controlled entity?	
								Yes	No

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.		Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a	Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a	No
b	Gift, grant, or capital contribution to related organization(s)	1b	No
c	Gift, grant, or capital contribution from related organization(s)	1c	No
d	Loans or loan guarantees to or for related organization(s)	1d	No
e	Loans or loan guarantees by related organization(s)	1e	No
f	Dividends from related organization(s)	1f	No
g	Sale of assets to related organization(s)	1g	No
h	Purchase of assets from related organization(s)	1h	No
i	Exchange of assets with related organization(s)	1i	No
j	Lease of facilities, equipment, or other assets to related organization(s)	1j	No
k	Lease of facilities, equipment, or other assets from related organization(s)	1k	No
l	Performance of services or membership or fundraising solicitations for related organization(s)	1l	No
m	Performance of services or membership or fundraising solicitations by related organization(s)	1m	No
n	Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	Yes
o	Sharing of paid employees with related organization(s)	1o	Yes
p	Reimbursement paid to related organization(s) for expenses	1p	No
q	Reimbursement paid by related organization(s) for expenses	1q	Yes
r	Other transfer of cash or property to related organization(s)	1r	Yes
s	Other transfer of cash or property from related organization(s)	1s	No

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)GMJCS	Q	364	LOAN SERVICING AGREEMENT

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R. (see instructions).